

EXHIBIT 21

VOL: I
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EXHIBITS: 1-6

UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MASSACHUSETTS

* * * * *
SHEILA J. PORTER, *
Plaintiff *
-vs- * Civil Action
ANDREA CABRAL; SUFFOLK COUNTY * No. 04-11935-DPW
SHERIFF'S DEPARTMENT; SUFFOLK *
COUNTY and CORRECTIONAL MEDICAL *
SERVICES, INC., *
Defendants *
* * * * *

CONFIDENTIAL PURSUANT TO THE PROTECTIVE ORDER

DEPOSITION OF ELIZABETH KEELEY, ESQUIRE, a
witness called on behalf of the Plaintiff, in the
above-captioned matter, said deposition being
taken pursuant to the Federal Rules of
Civil Procedure, before Patricia M.
McLaughlin, a Certified Shorthand Reporter and
Notary Public in and for the Commonwealth of
Massachusetts, at the offices of Goodwin Procter
LLP, Exchange Place, Boston, Massachusetts, on
Wednesday, May 11, 2005, commencing at 10:08 a.m.

MCLAUGHLIN & ASSOCIATES COURT REPORTERS
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1 Superintendent Mary Ellen Mastrorilli.

2 Q Your conversation with the Sheriff, was that
3 a telephone call or a meeting?

4 A My recollection, it was in person, in her
5 office.

6 Q Was anybody else in the room?

7 A No.

8 Q Tell me everything you remember about that
9 conversation.

10 A My recollection is the Sheriff had come in to
11 the office, and I had an opportunity to speak
12 to her about some matters. At some point --
13 I don't know whether I raised it or she
14 raised it, but we were discussing
15 Nurse Porter. I gave her my opinion or I
16 related to her the facts and circumstances
17 that I understood about her involvement in
18 the Rene Rosario matter, and the Sheriff
19 asked me a question about what's the
20 procedure or process for barment?

21 My memory is that I said to her the
22 contract worker is called in, is informed
23 that they are going to be barred from the
24 facility, and that a written is notice is

1 Q Did you learn at any time that she had had a
2 meeting with Donna Jurdak on May 19th, 2003?

3 MS. CAULO: Objection. Facts not
4 established. You may answer.

5 A I'm sorry. Ask the question again. Did I
6 ever learn that Mary Ellen Mastrorilli had a
7 meeting with Donna Jurdak?

8 Q Did you learn at any time that
9 Miss Mastrorilli had a conversation with
10 Miss Jurdak on May 19th, 2003, concerning
11 Miss Porter's observations?

12 MS. CAULO: Same objection.

13 A Recently, I was told that that may have
14 happened, but during the pendency of the Rene
15 Rosario investigation, I was not aware.

16 Q How did you learn that recently?

17 A I was asked -- I don't know or was I shown
18 something? Somebody asked me whether or not
19 I was aware that Donna Jurdak had told
20 Mary Ellen Mastrorilli that Sheila Porter had
21 told her something about Rene Rosario.

22 Q What did Miss Mastrorilli tell you concerning
23 what she had expected with regard to
24 Mrs. Porter's report?

1 A What she had expected? I don't recall
2 anything.

3 Q Did she tell you that she had requested a
4 report from Miss Porter?

5 A My memory is that the report was requested by
6 SID. There may have been a request made by
7 Mary Ellen, but I understood this report
8 being filed in the context of the SID
9 investigation.

10 Q When you say the report was requested by SID,
11 which person would have requested the report?

12 A Whoever was conducting the investigation
13 for -- and I don't know which person would
14 have asked for the report. I just assumed
15 that we had asked for the report, we, SID;
16 someone in SID had asked for the report.

17 Q Do you have personal knowledge that SID
18 requested a report from Mrs. Porter?

19 A Do I?

20 Q Yes.

21 A No.

22 Q Do you have personal knowledge -- and I
23 apologize if this has been asked already --
24 whether or not Miss Mastrorilli requested a

1 circumstances of Miss Porter's involvement in
2 the Rosario matter as you understood them; is
3 that correct?

4 A Correct.

5 Q What did you relay to her? What were the
6 facts and circumstances as you understood
7 them at that point?

8 A I understood that Nurse Porter had made
9 observations of Rene Rosario while he was in
10 the infirmary and had reported something
11 about that encounter to the FIB but that she
12 had failed to document the medical file; that
13 she had not timely filed a report as required
14 and requested; that the report contained
15 information about injuries that were
16 inconsistent with what other medical
17 personnel had described and what other people
18 involved in the investigation had described
19 were visible on Rene Rosario. That's what I
20 recall talking to the Sheriff about
21 specifically about the investigation.

22 I'm trying to think if there is anything
23 else. I don't remember whether or not -- I
24 don't remember right now whether or not I

1 also spoke to the Sheriff at that time about
2 information that I had learned towards the
3 end of the investigation. It was actually
4 the last bit of information that I heard, but
5 in my mind was significant, and that was that
6 Rene Rosario had in his conversations with
7 people, officers, maybe investigators -- but
8 I think it was officers -- not only talked
9 about his being an informant for the FBI but
10 spoke of Nurse Porter. I recall hearing
11 something to the effect that he spoke
12 publicly to people about her cooperation with
13 the FBI; that she had either wired him or
14 that she was wired on occasion or she was
15 cooperating with the FBI.

16 It was that piece of information that
17 was significant to me in terms of bringing
18 the subject of barment to the Sheriff's
19 attention.

20 Q So your purpose in relating these facts and
21 circumstances to Sheriff Cabral was based on
22 this last piece of information that you
23 described?

24 MS. CAULO: Objection.

1 A No, that's why I'm saying I'm not sure that I
2 spoke to the Sheriff about it. I just know
3 that, when it came to my attention, that that
4 information came to my attention about what
5 Rene Rosario was saying, even though I knew
6 at that point he was not a credible reporter
7 and I didn't know that what he was saying was
8 true, but that if it was heard by people,
9 that it would put Nurse Porter's personal
10 safety at issue.

11 Because I don't recall when the
12 conversation with the Sheriff -- whether she
13 initiated the discussion about Nurse Porter
14 or I did, in my memory what sort of advanced
15 the decision-making process as to what to do,
16 that piece of information was important.

17 Q So you don't recall whether you initially
18 brought up Nurse Porter during this
19 conversation or whether are the Sheriff did?

20 A I don't. I honestly don't.

21 Q When the topic came up, just to be clear,
22 what was the purpose for discussing Nurse
23 Practitioner Porter at that time?

24 A Because of the serious nature of the

1 violations to decide what action would be
2 taken.

3 Q I believe you testified before that you had
4 an opinion about what action should be taken;
5 is that right?

6 A Yes.

7 Q What was your opinion?

8 A My opinion was that we should bar her from
9 the facility.

10 Q And you related that to Sheriff Cabral?

11 A Yes.

12 Q Did you tell her what that opinion was based
13 on?

14 A I told her it was based on what I had just
15 related and the concerns that a nurse would
16 not document a medical file; that that was
17 for me pretty egregious; that not documenting
18 something contemporaneous with what you hear
19 or see is pretty significant, particularly in
20 light of the context of an investigation into
21 allegations of officer misconduct or
22 excessive force or intentional abuse.

23 Q Was this the first time that Sheriff Cabral
24 was made aware of Mrs. Porter's involvement

1 flipped through some more pages, and I
2 remember telling her her failure to file a
3 timely report, her failure to document a
4 medical file. And I remember that -- again,
5 I'm not sure of the order, but it was failure
6 to document a medical file, failure to file a
7 timely report.

8 I may have mentioned that her failure to
9 file a report -- my memory is that I said
10 this: That failure to file a report
11 interfered with an ongoing investigation;
12 that her report was inconsistent with other
13 reports of what people claim to have seen in
14 terms of injuries to Rene Rosario, so that it
15 was not a credible report.

16 I remember hesitating, because I wasn't
17 sure whether I wanted to say this, but I
18 remember pausing. And I said, "And you can
19 share with her that because Rene Rosario has
20 been talking about his role as an informant
21 and he has mentioned her name in the context
22 of cooperating with the FBI, that the
23 department could not assure her personal
24 safety."

1 Q These were all factors that you related to
2 Miss Mastrorilli during this conversation?

3 A Yes, that's my memory of what I said to her.

4 Q Did you instruct her to relate this
5 information to Mrs. Porter as the reasons for
6 her barring?

7 A I don't think I said "now tell her exactly
8 what I just told you," but she asked me what
9 the reasons were that she could give and
10 that's what I told her.

11 Q And these are all included in the reasons
12 that could be related to Miss Porter?

13 A Correct.

14 Q Do you know if Miss Mastrorilli, in fact, did
15 relay this information to Mrs. Porter?

16 A I don't know what she said to her.

17 Q Did you have any follow-up conversations with
18 Miss Mastrorilli?

19 A I recall having one.

20 Q What happened during that follow-up
21 conversation?

22 A It was maybe a week or two later. It was
23 after the meeting at the U.S. Attorney's
24 Office. I know that. I asked her,

1 you had given her as to why she should be
2 barred?

3 MS. CAULO: Objection.

4 A Did she have different reasons?

5 Q Other than the reasons that you provided for
6 Sheriff Cabral, did Sheriff Cabral
7 communicate any other reasons why she should
8 be barred?

9 MS. CAULO: Objection.

10 A As I previously answered, I don't recall what
11 she said specifically about the reasons to
12 bar. I recall the conversation in which I
13 related to her about what I understood about
14 Nurse Porter's involvement that she had some
15 acknowledgement or she recognized knowing
16 some of this information, but I don't recall
17 which of the reasons -- I don't recall which
18 of the factors that I presented to her she
19 identified as the reasons.

20 Q All I'm trying to determine is whether there
21 were any additional reasons other than those
22 that you identified to her as to why
23 Sheriff Cabral barred her.

24 MS. CAULO: Objection.

1 Q One reason was the sharing of confidential
2 communications outside the department?

3 A Yes.

4 Q Another was her failure to file a report in a
5 timely manner?

6 A Correct.

7 Q Another was her failure to document
8 Mr. Rosario's medical file?

9 A Correct.

10 Q Another was that her failure to file a timely
11 report interfered with an ongoing SID
12 investigation?

13 A Correct.

14 Q Another was that her report contained
15 information that was inconsistent with other
16 information that was gained during the
17 investigation?

18 A Correct.

19 Q And another was the fact that Mr. Rosario had
20 been speaking about Mrs. Porter's involvement
21 in work he had done for the FBI and so you
22 had concerns for her personal safety?

23 A Yes.

24 MS. CAULO: Objection. I think

1 But it was a report of.

2 Q The form of the report that an individual is
3 supposed to use, is that addressed in
4 Policy S220?

5 A I don't know that it's specifically
6 addressed, but it is addressed in terms of
7 training for staff and what they should be
8 submitting.

9 Q Where it is addressed in training?

10 A It's addressed in the academy. It's
11 addressed in in-service training. It's
12 addressed in the orientation.

13 Q With respect to Nurse Practitioner Porter,
14 which part of her training would that be
15 addressed in?

16 A I can't be certain. I don't know how long
17 she had worked at the department, but at some
18 point she received an orientation where she
19 was provided policies. I don't know that she
20 specifically got the training, but it was
21 part of it, when a report is expected, what
22 type of form, letterhead, whatever you should
23 use.

24 Q In your mind, the type of form that she used,

1 that didn't play a role in her barring, did
2 it?

3 A No, no.

4 Q Subsection A says, "Unless specifically
5 authorized otherwise, these reports must be
6 submitted promptly, but no later than the end
7 of the employee's shift." It's your
8 testimony that she violated this section of
9 Section L, Subsection A?

10 A Yes.

11 Q B says, "Report is to be submitted to the
12 employee's immediate supervisor unless
13 instructed otherwise by the investigating
14 official or department policy." How did she
15 violate Subsection B?

16 MS. CAULO: Objection.

17 MR. SCHUMACHER: What's the basis of the
18 objection?

19 MS. CAULO: I don't think that
20 Miss Keeley has testified that she
21 specifically violated Subsection B.

22 MR. SCHUMACHER: I think she did.

23 MS. CAULO: Why don't we ask her.

24 MR. SCHUMACHER: I already have.

1 Q Miss Keeley, did Miss Porter violate
2 Subsection B?

3 A Yes, because she didn't report to her
4 immediate supervisor within the time frame
5 required.

6 Q B doesn't say anything about the time frame,
7 does it?

8 A I don't read these in the exclusion of the
9 other paragraphs. I read them in
10 conjunction.

11 Q You have already testified that she did
12 violate Subsection A, which clearly addresses
13 time frame, correct?

14 A Correct.

15 Q But would you agree that Subsection B doesn't
16 address a time frame in which a report should
17 be submitted?

18 A No, it just addresses the person she's
19 supposed to report it to within that time.

20 Q Who was the person that Mrs. Porter was
21 supposed to submit her report to?

22 A A strict reading of that would be her
23 supervisor, Donna Jurdak.

24 Q Is it your understanding that Mrs. Porter

1 mind; is that fair to say?

2 MS. CAULO: Objection.

3 A The totality of the circumstances, her
4 failure to file a report in a timely manner,
5 which is required, her failure to turn in a
6 written report to her supervisor within that
7 time frame, I read that to mean she violated
8 those sections of the policy.

9 Q But you haven't identified anything within
10 Subsection B that you knew that Mrs. Porter
11 violated; is that fair to say?

12 A I'm reading A and B together. It tells you
13 the time frame, and it tells you the person.
14 And neither of those -- those weren't done.

15 Q You've described you know how the time frame
16 wasn't done. How do you know that it wasn't
17 given to the correct person?

18 A Well, again, my memory is that she was
19 asked -- it was my understanding that she was
20 asked to provide a report by SID. So she
21 didn't provide a report to SID. It was my
22 understanding it came from someone else to
23 SID.

24 Q Is that based on information you received

1 from Viktor Theiss?

2 A It's based on my memory, yes.

3 Q So Viktor Theiss told you that SID had
4 requested a report from Mrs. Porter?

5 A I don't know that Viktor Theiss specifically
6 told me that. Given the information he had
7 told me, I understood that SID had requested
8 a report from her.

9 Q So you assumed that SID had requested a
10 report?

11 MS. CAULO: Objection. The witness has
12 answered.

13 A Based on the information I had, yes.

14 Q But you don't recall Viktor Theiss
15 specifically saying that to you?

16 A No, I don't have a recollection that he
17 specifically said SID asked for a report. I
18 have a memory that I was told SID is waiting
19 for a report from Nurse Porter. I understood
20 that it had not been received for a
21 considerable period of time.

22 Q Did you know that Miss Mastroilli had
23 requested a report from Miss Porter?

24 A My memory is that she was waiting for a

1 A Was I aware of that then?

2 Q Are you aware of it now?

3 A I have been told that that's what's been
4 said, but I was not aware of it then.

5 Q Who told you that that's been said?

6 A It's come up in conversation. I don't
7 remember specifically when or who told me.

8 Q But at the time that the determination was
9 made to bar Mrs. Porter, you didn't have any
10 understanding of that?

11 A My memory is that I did not know -- I don't
12 even know that she did, but I don't recall
13 knowing that she had reported this to
14 Donna Jurdak.

15 Q Do you have any reason to doubt that she
16 immediately reported it to Donna Jurdak?

17 MS. CAULO: Objection.

18 A I have no knowledge.

19 Q Are you aware that Donna Jurdak immediately
20 reported the information that she received
21 from Mrs. Porter to Mary Ellen Mastrorilli on
22 the day that Mrs. Porter spoke with
23 Mr. Rosario?

24 MS. CAULO: Objection.

1 A I don't know that.

2 Q Did you know it at the time that you were
3 considering whether or not to bar
4 Mrs. Porter?

5 A My memory is that I didn't know that.

6 Q Have you learned that at any time since?

7 A Yes.

8 Q Within the same sets of conversations that
9 you described earlier?

10 A Yes.

11 Q When was Mrs. -- was Mrs. Porter interviewed
12 by SID concerning the Rosario matter?

13 A My understanding is, yes, she was interviewed
14 after her report was submitted.

15 Q Was that the first time that she was
16 interviewed?

17 A To my knowledge, yes.

18 Q So she wasn't interviewed until nine or ten
19 days afterwards?

20 A That's my memory of what I knew, yes.

21 MR. SCHUMACHER: Could you mark this,
22 please.

23 (Document marked Exhibit No. 2.)

24 BY MR. SCHUMACHER:

1 discipline. We didn't can't say you're
2 suspended for three days without pay. We
3 don't pay them, the contract workers.

4 Q Do you have the ability to instruct their
5 supervisors to speak with them about their
6 conduct?

7 A Yes, on occasion, that's what's happened. If
8 a person acts in a way, not in conformance of
9 the department's policies or rules or
10 regulations or there is a situation that
11 requires some intervention or intermediate
12 sanctions, absolutely.

13 Q Or they can receive a written warning?

14 MS. CAULO: Objection.

15 A Yes, depending upon the circumstances.
16 "Please don't leave your toolbox open like
17 that in the hallway where inmates can come
18 and get it."

19 Q If an employee of the department had done
20 precisely what you believe Mrs. Porter did in
21 this situation, what procedures would have
22 been followed with respect to that employee?

23 MS. CAULO: Objection.

24 A The person would have been put out without

1 A No.

2 Q Are you aware if anybody in the House of
3 Corrections did?

4 A Yes.

5 Q What do you know about that?

6 A My understanding is that General Counsel --

7 MS. CAULO: Objection to the extent that
8 anything is covered by the attorney-client
9 privilege.

10 THE WITNESS: My understanding is that
11 General Counsel, Anne Powers, spoke to
12 someone at CMS.

13 Q Do you know if anyone else spoke to CMS
14 concerning Mrs. Porter's barring?

15 A No, I'm not aware of.

16 Q Do you know if Miss Mastrorilli did, for
17 instance?

18 A I don't know.

19 Q Are you aware of any department employees who
20 have been terminated for engaging in the
21 conduct that you believe Mrs. Porter engaged
22 in?

23 MS. CAULO: Objection.

24 A The specific conduct that she engaged in?

1 Q Yes.

2 A No.

3 Q Are you aware of any contract employees who
4 have been barred from the facility for
5 engaging in the conduct that Mrs. Porter
6 engaged in?

7 MS. CAULO: Objection.

8 A I'm not aware of any employee or contract
9 employee engaging in the conduct that I
10 understand she engaged in.

11 Q So then it follows that you are not aware of
12 any that have been barred or terminated?

13 A Correct.

14 MR. SCHUMACHER: Mark this as an
15 exhibit, please.

16 (Document marked Exhibit No. 4.)

17 BY MR. SCHUMACHER:

18 Q I'm handing you what's been marked as
19 Exhibit No. 4, Miss Keeley. Take a second to
20 look at that. Have you ever seen this
21 document before?

22 A No.

23 Q I'll represent to you that this was a
24 document that was produced to us by the

1 Q Was the revision of Policy S220 related in
2 any way to the incident surrounding
3 Mr. Rosario and Mrs. Porter?

4 A We had -- I would have to say, yes, there was
5 some connection, and we considered what
6 occurred during that investigation and the
7 conduct of Nurse Porter and our looking at
8 certain sections of the policy.

9 Q Did you conclude that the policy should be
10 changed in part because of what transpired
11 with respect to Miss Porter?

12 MS. CAULO: Objection.

13 A I think we agreed that there needed to be
14 more clarification in certain sections of the
15 policy. We removed other areas. We edited
16 so that it was clear to employees the
17 expectations. Yes, I'd have to say so there
18 would be more clarification to employees,
19 people that work for the department.

20 Q Which areas needed clarification?

21 A The one area concerning confidential
22 communications.

23 Q Did any other areas in your mind need
24 clarification?

1 Q Do you know whether or not the criminal
2 investigation is still ongoing?

3 A I think it is, yes.

4 Q Are you familiar with a statement that was
5 released to the press on August 25th, 2004,
6 concerning Mrs. Porter that was released on
7 behalf of the Sheriff's Department?

8 A I know of a statement we made. I'm not
9 exactly sure that's the date, but we did
10 release a statement in August of 2004.

11 Q Did you have any role in drafting that
12 statement?

13 A Yes.

14 Q How would you describe your role?

15 A How did I do it?

16 Q What was your role? Did you physically draft
17 the statement?

18 A I went to my computer and typed it on the
19 screen.

20 Q You drafted the statement?

21 A I did.

22 Q Did you receive input from anybody to
23 determine what should go into that statement?

24 A Yes.

1 Q Who did you speak to?

2 A Before I started typing, there was a meeting
3 with myself, the Sheriff, General Counsel,
4 Anne Powers, and off and on, Steve Tomkins
5 was in the room.

6 Q What about Viktor Theiss? Was he involved in
7 the drafting of the statement?

8 A I don't believe so, no. I don't recall him
9 being involved.

10 MR. SCHUMACHER: Can you mark that.

11 (Document marked Exhibit No. 6.)

12 BY MR. SCHUMACHER:

13 Q I'm handing you what's been marked as
14 Exhibit 6. Do you recognize this document?

15 A Yes.

16 Q Is this the press statement that you drafted
17 that we were just discussing?

18 A Yes.

19 Q Under No. 2, it reads, "Mrs. Porter was asked
20 to leave the House of Correction because she
21 violated department regulations and
22 contractual obligations." The department
23 regulations that you were referring to, are
24 those the ones that we have discussed today

EXHIBIT 22

220 violations - terminated

ID	Type	Level	Quarter	Date	Comment
5758	Discipline	Terminated	1Q99	2/8/1999	TERMINATED PLEAD GUILTY AND B ASSAULT AND BATTERY WITH A DANGEROUS WEAPON SENTENCED TO 2 YEARS H.O.C. THE COURT SUSPENDED SENTENCE, PROBATION FOR 2 YEARS.
5763	Discipline	Terminated	3Q99	7/16/1999	TERMINATED FOR CONDUCT ON APRIL 15, 1999. ARRESTED FOR ASSAULT AND BATTERY WITH A DANGEROUS WEAPON; YOU STRUCK A MAN IN THE FACE WITH A MOTORCYCLE HELMET.
827	Discipline	Terminated	3Q99	8/18/1999	THEFT AND CASHING OF ANOTHER EMPLOYEE'S CHECK.
5723	Discipline	Terminated	3Q99	8/27/1999	RELATIONS WITH AN INMATE.
5682	Discipline	Terminated	3Q99	8/27/1999	MAP VIOLATIONS.
5793	Discipline	Terminated	3Q99	8/27/1999	INAPPROPRIATE RELATIONSHIP WITH AN INMATE.
5362	Discipline	Terminated	3Q99	8/27/1999	TERMINATED / INTIMATE CONTACT WITH AN INMATE
5108	Discipline	Terminated	3Q99	9/8/1999	TERMINATED FOR CHRONIC INSUBORDINATE, DISCOURTEOUS AND UNPROFESSIONAL CONDUCT TOWARDS SUPERVISORS
5350	Discipline	Terminated	3Q99	9/13/1999	FAILURE TO RETURN TO WORK AFTER LEAVE OF ABSENCE.
53035	Discipline	Terminated	4Q99	10/20/1999	TERMINATED / INTIMATE CONTACT WITH AN INMATE
55500	Discipline	Terminated	4Q99	12/2/1999	SUSPENDED FOR CONDUCT UNBECOMING OF AN OFFICER, ASSAULTING AN INMATE, FAILURE TO FILE TIMELY REPORT FILING FALSE OR MISLEADING REPORTS
53236	Discipline	Terminated	4Q99	12/29/1999	TERMINATED AS A RESULT OF INCIDENT INVOLVING INMATE ON 10-16-99. WITNESSED ASSAULT ON INMATE, FAILED TO FILE TIMELY REPORT, PROVIDED FALSE INFO TO SID, FAILED TO PROPERLY MAINTAIN LOGBOOK.
53181	Discipline	Terminated	2Q00	4/3/2000	
55314	Discipline	Terminated	2Q00	4/21/2000	DRUG VIOLATIONS.
53341	Discipline	Terminated	3Q00	7/14/2000	DRUG VIOLATIONS.
55748	Discipline	Terminated	2Q00	7/28/2000	TERMINATED FOR IMPROPER RELATIONSHIP WITH AN INMATE
74157	Discipline	Terminated	3Q00	9/14/2000	PROBATIONARY EMPLOYEE
56239	Discipline	Terminated	3Q00	9/27/2000	VIOLATION OF 3/31/00 AGREEMENT: ARRIVED AT WORK INTOXICATED ON SEPTEMBER 1, 2000.
55562	Discipline	Terminated	4Q00	10/23/2000	TERMINATION - VIOLATION OF POLICY S220 CONVICTION OF A FELONY CRIME.
76111	Discipline	Terminated	1Q01	1/30/2001	TERMINATED DURING PROBATIONARY PERIOD
77466	Discipline	Terminated	1Q01	2/14/2001	TERMINATED DURING PROBATIONARY PERIOD
56866	Discipline	Terminated	1Q01	3/20/2001	ABANDONMENT OF POSITION
57444	Discipline	Terminated	1Q01	3/23/2001	TERMINATED FOR ACTIONS ON 1/21/01. VIOLATED POLICY S220: .03; .04(H)(1); .04(H)(11); .04(H)(15); .04(H)(16); .05(A)(1)(A); .05(A)(2)(B); .05(A)(14)(B) AND .05(A)(15)(A).
75521	Discipline	Terminated	1Q01	4/6/2001	
77363	Discipline	Terminated	2Q01	4/13/2001	PROBATIONARY EMPLOYEE
80162	Discipline	Terminated	2Q01	5/17/2001	TERMINATED DURING PROBATIONARY PERIOD
76077	Discipline	Terminated	3Q01	7/12/2001	FAILED DRUG TEST
76381	Discipline	Terminated	3Q01	10/15/2001	
54287	Discipline	Terminated	2Q01	11/21/2001	Outcome of 11/7/01 hearing. Violated policy S220 sections: .05(A)(1)(a); .05(A)(7)(a); .05(A)(9)(a); .05(12)(h) to wit: S220.04(B)(4).

001153

220 violations - terminated

ID	Type	Level	Quota	Date	Comments
57241	Discipline	Terminated	4Q01	12/7/2001	TERMINATED AS OF 12/7/01 VIOLATED POLICY S220 AND S239
53227	Discipline	Terminated	4Q01	1/4/2002	Violated agreement dated 11/5/01 by being absent on 11/11/01, 11/20/01 and 11/21/01.
81802	Discipline	Terminated	1Q02	2/1/2002	
57225	Discipline	Terminated	1Q02	2/27/2002	VIOLATED POLICY S220
53345	Discipline	Terminated	1Q02	2/27/2002	
85771	Discipline	Terminated	1Q02	3/15/2002	Probation employee.
82924	Discipline	Terminated	2Q02	4/18/2002	FAILED DRUG TEST
50305	Discipline	Terminated	2Q02	5/16/2002	ABANDONMENT OF POSITION AND VIOLATIONS OF POLICY S-211 (AWOL).
55031	Discipline	Terminated	2Q02	5/31/2002	TERMINATED FOR OFF-DUTY OFFENSE ON 4/11/02. DRUG TASK FORCE ARRESTED YOU FOR POSSESSION WITH INTENT TO DISTRIBUTE CLASS D SUBSTANCE.
54849	Discipline	Terminated	2Q02	7/9/2002	VIOLATED POLICY S220 ASSAULTING AN INMATE
67066	Discipline	Terminated	3Q02	8/12/2002	SECOND VIOLATION OF DRUG TESTING POLICY.
82900	Discipline	Terminated	3Q02	8/15/2002	TERMINATED DURING PROBATIONARY PERIOD
82895	Discipline	Terminated	3Q02	9/30/2002	TERMINATED DURING PROBATIONARY PERIOD
54874	Discipline	Terminated	4Q02	11/27/2002	
54509	Discipline	Terminated	4Q02	12/3/2002	FAILED SECOND DRUG TEST
88280	Discipline	Terminated	1Q03	1/9/2003	TERMINATED DURING PROBATIONARY PERIOD.
56504	Discipline	Terminated	1Q02	1/27/2003	ARREST IN PEABODY
74606	Discipline	Terminated	1Q03	1/28/2003	FAILURE TO TAKE DRUG TEST
83764	Discipline	Terminated	01Q03	1/31/2003	TERMINATED DURING PROBATIONARY PERIOD.
57598	Discipline	Terminated	4Q03	2/4/2003	TERMINATED FOR CAUSE AS A RESULT OF INCIDENT ON 12/21/02. YOU PROVIDED CONTRABAND TO AN INMATE AND FILED A FALSE REPORT.
53930	Discipline	Terminated	1Q03	3/12/2003	TERMINATED FOR PLEADING GUILTY IN CRIMINAL CASE.
55478	Discipline	Terminated	1Q03	3/13/2003	TERMINATED FOR CAUSE EFFECTIVE 3/13/03.
56827	Discipline	Terminated	1Q03	4/9/2003	TRAFFICKING COCAINE
52815	Discipline	Terminated	1Q03	4/22/2003	ON MARCH 31, 2003 YOU WERE CONVICTED ON FOUR CRIMINAL COUNTS IN FEDERAL COURT - DEPRIVATION OF RIGHTS, CONSPIRACY, OBSTRUCTION OF JUSTICE AND PERJURY. THESE ARE ALL VIOLATIONS OF S220.
85774	Discipline	Terminated	2Q03	4/28/2003	TERMINATED FOR ADMITTING BRINGING CONTRABAND INCLUDING HEROIN INTO DETAINEES AT THE JAIL. PROBATIONARY EMPLOYEE.
55690	Discipline	Terminated	2Q03	5/8/2003	2ND VIOLATION OF DRUG TEST
55256	Discipline	Terminated	2Q03	6/11/2003	VIOLATION OS POLICY S220 SUSPENSION AND HEARING
54007	Discipline	Terminated	2Q03	7/15/2003	LIED TO SID, LIED TO FBI
55288	Discipline	Terminated	3Q03	8/1/2003	UNPROFESSIONAL CONDUCT TOWARDS STAFF
83756	Discipline	Terminated	3Q03	9/3/2003	providing false information on the job application - hearing was rescheduled for 10/24/03.
54141	Discipline	Terminated	3Q03	11/14/2003	ON OCTOBER 14, YOU WERE ARRESTED FOR DOMESTIC ASSAULT AND BATTERY
55035	Discipline	Terminated	4Q03	12/15/2003	
55497	Discipline	Terminated	4Q03	12/17/2003	
54294	Discipline	Terminated	1Q04	2/6/2004	
81044	Discipline	Terminated	1Q04	2/11/2004	

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220 violations - terminated

ID	Type	Level	Quarter	Date	Comment
54010	Discipline	Terminated	1Q04	3/12/2004	Repeated incidents of domestic violence
96050	Discipline	Terminated	1Q05	1/5/2005	Failure to meet training academy standards
75484	Discipline	Terminated	1Q05	2/18/2005	Valid arrest, and actions towards State Police officers
54123	Discipline	Terminated	2Q05	4/19/2005	Valid arrest, and threatening another person with a weapon
53304	Discipline	Terminated	2Q05	5/2/2005	Forging another employee's signature on invoices that were not the Department's responsibility

001155

220 violations - not terminated

ID	Type	Level	Qtr	Date	Violations
54423	Discipline	Two Day	1Q99	1/13/1999	VIOLATION OF POLICY S501 SECURITY AND CONTROL AND S220 EMPLOYEE GENERAL CONDUCT.
55035	Discipline	Two Day	1Q99	1/13/1999	VIOLATED POLICIES :S501 AND S220.00.
56508	Discipline	Two Day	1Q99	1/13/1999	VIOLATED POLICIES:S501 AND S220.00.
56297	Discipline	Two Day	1Q99	1/13/1999	VIOLATED POLICIES S501 AND S220.00.
52707	Discipline	Written	1Q99	1/13/1999	VIOLATED POLICY #S220.05 A(108B) INACCURATE REPRESENTATION OF TIME AND UNPROFESSIONAL CONDUCT.
55060	Discipline	Written	1Q99	1/20/1999	FAILURE TO ATTEND SCHEDULED TRAINING
56150	Discipline	30 Day	2Q96	2/2/1999	AGREEMENT / VIOLATION OF POLICIES S-220.07,S-220.12,S-220.15(2)(A);S-220.15(2)(B);AND S-220.15(2)(I);FOUND ACQUITTED IN SUFFOLK SUP. COURT
5352	Discipline	376 Day	1Q99	2/9/1999	ARBITRATOR'S AWARD / 376 DAY SUSPENSION EFFECTIVE AUGUST 22, 1997-FEBRUARY 3, 1999- INEXCUSABLE CONDUCT AUGUST 16, 1997 TOWARD AN INMATE
92	Discipline	Written	1Q99	2/18/1999	SUSPENDED PENDING INVESTIGATION OF VIOLATION OF POLICY S-220.
53696	Discipline	Five Day	1Q97	2/27/1999	VIOLATION OF POLICY S220.15(10)(D) SLEEPING ON DUTY AND POLICY S 521.10, HOSPITAL DETAILS.
53187	Discipline	Written	1Q99	3/3/1999	FAILURE TO SUPERVISE JANITORIAL STAFF PROPERLY-STAFF COMPLAINING ABOUT LACK OF CLEANLINESS IN THE WORK AREA-AFTER MEMO FROM CAPT.SCADUTO NOTHING HAD CHANGED
55762	Discipline	30 Day	1Q99	3/5/1999	AGREEMENT / VIOLATED POLICY S-220. ACTIONS ALLOWED IMPROPER RELEASE OF WRONG INMATE AND HOLDING OF CORRECT INMATE.
56103	Discipline	One Day	1Q99	3/5/1999	VIOLATION OF POLICY S-220.06 AND S220.15. YOU WILL BE SUSPENDED MARCH 10,1999.
55960	Discipline	One Day	1Q99	3/5/1999	VIOLATION OF POLICIES S220.06 AND S220.15. YOU WILL BE SUSPENDED ON MARCH 9,1999. BOTH YOU AND THE UNION AGREE TO THIS AND SHALL NOT GRIEVE IT.
54874	Discipline	Oral	1Q99	3/5/1999	AT ROLL CALL-OUT OF UNIFORM WITH SHIRT OUT, AND UNBUTTONED AND TIE OFF, AFTER BEING TOLD TO GET DRESSED, STILL FAILED TO ATTACH NECKTIE, COUNSELED BEFORE ON SAME ISSUE 1/20/99
54484	Discipline	Written	1Q99	3/10/1999	ALL 3 SECURITY GATES OPEN AT ONE TIME-POST ORDERS STATE "AT NO TIME ARE 3 GATES TO BE OPEN SIMULTANEOUSLY"
53584	Discipline	Three Day	1Q99	3/11/1999	3 DAY SUSPENSION WITHOUT PAY BEGINNING MARCH 11, 1999 A PROBATIONARY PERIOD WILL OF ONE YEAR WILL BE SERVED ALSO BEGINNING MARCH 11, 1999
53385	Discipline	One Day	1Q99	3/11/1999	VIOLATED POLICY S220.15-CONDUCT UNBECOMING OF AN OFFICER AND DISRESPECT AND INSUBORDINATION TO A SUPERIOR OFFICER. SUSPENSION DATE MARCH 12,1999.
52707	Discipline	One Day	1Q99	3/15/1999	VIOLATION OF S220.15. ON FEB.10,1999 YOU GOT INTO A VERBAL EXCHANGE WITH NURSE EDWARDS. YOU BECAME ANGRY AND BEGAN USING PROFANITY AND NAME CALLING TOWARDS NURSE EDWARDS.
56700	Discipline	Three Day	1Q99	3/16/1999	IMPROPERLY ENTERED ROOM OF AN INMATE.VIOLATION OF POLICY S220.15. YOU WILL BE SUSPENDED ON MARCH 24, APRIL 7, AND APRIL 29.
52923	Discipline	Three Day	2Q98	3/22/1999	ON 6/8/98 YOU DID NOT WRITE A REPORT ABOUT THE INCIDENT ON THE BOOKING ELEVATOR UNTIL 3 DAYS LATER. YOU ALSO FAILED TO WRITE ABOUT THE INJURIES SUSTAINED BY THE INMATE.
57366	Discipline	Written	2Q99	4/7/1999	VIOLATED POLICY S220.12-IMPROPER COMMUNICATION WITH AN INMATE AND FAILURE TO FILE A TIMELY REPORT.

220 violations - not terminated

ID	Type	Level	Qtr	Date Received	Description
56542	Discipline	One Day	2Q99	4/8/1999	VIOLATED POLICY S220.05 A1(A) & A6(A) CONDUCT UNBECOMING OF AN OFFICER AND DISRESPECT OR INSUBORDINATION OF A SUPERIOR OFFICER.
54238	Discipline	Oral	2Q99	4/8/1999	FOR REFUSAL TO WEAR NECKTIE.
53674	Discipline	Written	2Q99	4/18/1999	VIOLATED POLICY S220.04 (E)(2) FOSTERING DISCONTENT OF AN EMPLOYEE. AND S220.05 (7)(C) DISCOURTESY, DISRESPECT OR INSOLENCE TO A DEPARTMENTAL EMPLOYEE.
52924	Discipline	Written	2Q99	4/21/1999	VIOLATED POLICY S220.09 & S501.04 BY HAVING BOTH SALLYPORT DOORS OPEN AT THE SAME TIME.
55762	Discipline	Written	2Q99	4/21/1999	VIOLATED POLICY S220.09 & S501.04 BY HAVING BOTH SALLYPORT DOORS OPEN AT THE SAME TIME.
5375	Discipline	One Day	2Q99	4/21/1999	VIOLATED POLICY S220.09 AND S501.04 BY HAVING BOTH SALLYPORT DOORS OPEN AT THE SAME TIME.
53619	Discipline	Written	2Q99	4/21/1999	VIOLATED POLICY S220.05-WATCHING TV WHILE ON DUTY.
54163	Discipline	Written	2Q99	4/26/1999	VIOLATED POLICY S220.06-FOSTERING DISCONTENT BETWEEN EMPLOYEES.
55256	Discipline	Written	2Q99	4/27/1999	APPROVED T/WO 1/18825-2/17/99. ONE VIOLATION OF MAP DURING THIS PROBATIONARY PERIOD SHALL RESULT IN A 10 DAY/SUSP & A 2ND IN TERMINATION
52628	Discipline	Probation	1Q99	4/30/1999	FAILURE TO COMPLETE REQUIREMENTS OF BASIC TRAINING PROGRAM. SUBJECT TO DISCHARGE W/O RECOURSE PRIOR TO THE END OF PROBATION ON 4/15/99-PROBATIONARY PERIOD EXTENDED UNTIL BASIC TRAINING APPROX 6/14/99
55072	Discipline	Agreement	2Q99	5/7/1999	NEEDS TO COMPLETE BASIC TRAINING PROGRAM OR SUBJECT TO DISCHARGE PRIOR TO END OF PROBATION 4/15/99-TRAINING SCHEDULED APPROX. 6/14/99
57146	Discipline	Probation extension	2Q99	5/7/1999	SLEEPING ON DUTY-5 DAY SUSPENSION W/O PAY EFFECTIVE 5/18/99 1 YEAR PROBATIONARY PERIOD TO BE SERVED
54985	Discipline	Five Day	2Q99	5/12/1999	SUSPENDED FOR 5 DAYS WITHOUT PAY AND ORDERED TO BE PRESENT AT DEPARTMENTAL HEARING SCHEDULED 3/22/99 AT 1:00 PM IN THE CONFERENCE ROOM OF BUILDING 2
54985	Discipline	Five Day	1Q99	5/18/1999	YOU VIOLATED POLICY S220.05(7)(C) YOU DID NOT FOLLOW THE RIGHT CHAIN OF COMMAND.
53674	Discipline	Written	2Q99	5/18/1999	VIOLATED POLICY S220.06 AND S220.15(4)(B).
52691	Discipline	Written	2Q99	5/20/1999	FAILURE TO ATTEND A STAFF MEETING.
5108	Discipline	One Day	2Q92	6/2/1999	VIOLATED POLICY S220.05(A)(6)(A) DISRESPECT OR INSUBORDINATION TO A SUPERIOR OFFICER.
54348	Discipline	One Day	2Q99	6/2/1999	FAILED TO COMPLETE REQUIREMENTS OF BASIC TRAINING. THEREFORE, PROBATIONARY PERIOD WAS EXTENDED UNTIL THE END OF THE NEXT TRAINING WHICH WILL BEGIN ON 6-21-99.
56533	Discipline	Agreement	2Q99	6/9/1999	CONDUCT ON 4/15/99 WHILE ASSIGNED TO 1-10-1 UNIT HAD A DISAGREEMENT WITH C/O RICHARD POWERS
52320	Discipline	Written	2Q99	6/23/1999	DISAGREEMENT WITH C/O DEYANIRA FELIZ WHILE ASSIGNED TO UNIT 1-10-3 AND 1-10-1 UNITS RESPECTIVELY. THIS TOOK PLACE ON APRIL 15, 1999
53035	Discipline	Written	2Q99	6/23/1999	VIOLATED POLICY S220.01, .07, .15(1)(A), .15(2)(B) BETWEEN JANUARY AND MARCH OF 1996-SUSPENSION TO BE SERVED 6/28-7/2, 1999 & 8/2-8/6, 1999
53035	Discipline	10 Day	2Q99	6/25/1999	W/O PAY-DISCIPLINED FOR REMARKS MADE IN THE PRESENCE OF CASEWORKER ALTHEA ANDREWS-REFERENCES MADE TO JEFFERSONS AND MBTA
53502	Discipline	One Day	2Q99	6/28/1999	VIOLATION OF POLICY REPORTS/FAILURE TO SUPERVISE 6/25, 1999 MAN DOWN CALLED FROM BLDG. 4, NO ATTEMPT WAS MADE TO MAKE OUT REPORTS OR GET A REPORT FROM THE 4-2 OFFICER
53297	Discipline	Written	2Q99	6/30/1999	

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220 violations - not terminated

ID	Type	Level	QTY	Officer	Comments
54802	Discipline	Agreement	2Q99	6/30/1999	PROBATION / SUBJECT TO DISCHARGE W/O RECOURSE PRIOR TO 7/21,1999 - PROBATIONARY PERIOD EXTENDED UNTIL BASIC TRAINING COMPLETED SUCCESSFULLY
56157	Discipline	Five Day	2Q99	6/30/1999	"SIX DAY"(NOT FIVE) SUSPENSION AS A RESULT OF ARREST ON 6/30/99 AND FAILURE TO REPORT ARREST.
54294	Discipline	Oral	3Q99	7/6/1999	FAILURE TO MAKE SURE CELLS WERE KEPT ACCORDING TO UNIT POLICY
55497	Discipline	Oral	2Q99	7/6/1999	ON JULY 6TH, 1999 YOU FAILED TO MAKE SURE THAT THE CELLS WERE KEPT ACCORDING TO UNIT POLICY.
53231	Discipline	Written	4Q96	7/11/1999	FAILED TO COMPLY WITH DEPARTMENT POLICY -GRABBED AN INMATE'S CHIN AND ENGAGED IN A LOUD INTERACTION WITH HIM - UNNECESSARY SITUATION,COULD HAVE FOLLOWED PROCEDURE
54634	Discipline	One Day	3Q99	7/14/1999	VIOLATION OF POLICIES S220.10(A) AND S220.10(B).
55932	Discipline	Oral	3Q99	7/23/1999	VIOLATION OF POLICY S220.9 - S220-.14
56866	Discipline	Two Day	2Q99	7/27/1999	TWO DAY. ON JULY 21,1999 WHILE IN THE COMPANY OF OTHERS YOU MADE A COMMENT ABOUT A SUPERIOR OFFICER. YOU VIOLATED POLICY S220.06 AND S220.15(2)(B).
5793	Discipline	Five Day	3Q99	7/30/1999	CONDUCT UNBECOMING AN OFFICER
5362	Discipline	Five Day	3Q99	7/30/1999	CONDUCT UNBECOMING AN OFFICER
54874	Discipline	Oral	3Q99	8/3/1999	FAILURE TO SUBMIT WRITTEN REPORT TO SHIFT COMMANDER
56239	Discipline	Oral	3Q99	8/9/1999	SMOKING A CIGARETTE IN UNIT 4-4 ON 8/8/99 AT APPROXIMATELY 12:46 A.M.
5723	Discipline	Five Day	3Q99	8/13/1999	SUSPENDED 5 DAYS WITHOUT PAY, PENDING A HEARING TO BE HELD WEDNESDAY AUGUST 18, 1999 AT 10:AM
55633	Discipline	Three Day		8/24/1999	AGREEMENT / FOR WEARING FIREARM & CARRYING SECOND FIREARM (UNLOADED) THROUGH SALLYPORT. SERVED AUGUST 3, 4 & 7, 1999.
56515	Discipline	Written	3Q99	8/25/1999	
52631	Discipline	Written	3Q99	8/30/1999	PERTAINS TO ACTIONS ON 8/22/99-DISRESPECT TO A SUPERIOR OFFICER-MADE DEROGATORY STATEMENTS IN REFERENCE TO CAPTAIN ERTHA-S220.05A1(A),S220.05A6(A),S220.04E(1).
53341	Discipline	Five Day	3Q99	9/11/1999	SUSPENSION AS A RESULT OF ACTIONS ON JULY 21, 1999.
53297	Discipline	Oral	3Q99	9/17/1999	FAILURE TO COMPLY WITH DEPT POLICY ON 9/17/99.
56103	Discipline	Written	3Q99	9/21/1999	VIOLATED POLICY S220.15(6). TOOK A DEPARTMENT VEHICLE HOME AFTER A DETAIL.
55272	Discipline	Oral	3Q99	9/24/1999	FAILURE TO COMPLY TO DEPT.'S POLICY REGARDING LOGBOOK PROCEDURE ON SEPT. 7,8,13,14, AND 15, 1999.
55726	Discipline	Oral		9/24/1999	NEGLECTED TO ENSURE THAT PROPER ROUTINE ENTRIES WERE RECORDED IN A PROFESSIONAL MANNER IN THE UNIT 192 LOG BOOK.
53616	Discipline	One Day	3Q99	9/28/1999	AGREEMENT - EMPLOYEE MADE NUMEROUS INAPPROPRIATE ENTRIES IN THE LOGBOOK FOR THE 1-9-2 UNIT DURING MONTH OF SEPTEMBER 1999.
55759	Discipline	Agreement		10/1/1999	FAILURE TO COMPLETE BASIC TRAINING. PROBATIONARY PERIOD IS EXTENDED UNTIL HE COMPLETES BASIC TRAINING, WHICH HAS NOT BEEN SCHEDULED YET.
55048	Discipline	Three Day	3Q99	10/1/1999	PASSED THROUGH SALLYPORT WHILE WEARING FIREARM AND CARRYING SECOND FIREARM (UNLOADED) IN CASE.
54238	Discipline	Oral	4Q99	10/5/1999	FAILED TO COMPLY WITH A DIRECT REQUEST TO CONFORM TO DEPT. POLICY BY NOT WEARING A NECKTIE.
55799	Discipline	Three Day	4Q99	10/7/1999	VIOLATED POLICY S220.15(10)(F) VIOLATION OF COMMON SENSE AND SAFETY RULES.

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220 violations - not terminated

ID	Type	Level	Due	Date Received	Comments
53349	Discipline	Three Day	4Q99	10/7/1999	VIOLATED POLICY S220.05(1)(D) SLEEPING ON DUTY. ON 10/4/99 YOU FOUND SLEEPING IN THE CAFETERIA AT 8:45 P.M. BY YOUR SUPERVISOR. SUSPENDED 10/4/99 FOR THREE DAYS.
53203	Discipline	Oral	4Q99	10/14/1999	NEGLECTED TO ENSURE THAT PROPER ROUTINE ENTRIES BE LOGGED AND ENTERED INTO UNIT LOGBOOK. REFUSED TO SIGN.
54983	Discipline	Oral	4Q99	10/14/1999	NEGLECTED TO ENSURE THAT PROPER ROUTINE ENTRIES BE LOGGED AND ENTERED INTO THE UNIT LOGBOOK.
55528	Discipline	Two Day	4Q99	10/14/1999	VIOLATION OF POLICY S-220. FAILURE TO TIMELY REPORT AN INCIDENT. YOU ARE SUSPENDED FOR TWO DAYS OCTOBER 16, AND 17
55256	Discipline	Oral	4Q99	10/14/1999	VIOLATED POLICY S220.09-HAVING BOTH SALLYPORT DOORS OPEN AT THE SAME TIME.
55367	Discipline	Five Day	4Q99	10/14/1999	VIOLATION OF POLICY S-220. ARRESTED ON SEPTEMBER 18, 1999. SUSPENSION EFFECTIVE OCT. 14, 1999. SETTLEMENT WITH UNION AND SUFFOLK COUNTY SHERIFF'S DEPT.
56433	Discipline	Oral	4Q99	10/17/1999	FAILED TO KEEP UNIT LOG BOOK UP TO DATE. FAILED TO HAVE SUFFICIENT LIGHTING IN LIVING UNIT.
54572	Discipline	Oral	4Q99	10/21/1999	FAILED TO PERFORM A DAILY CELL INSPECTION AS REQUIRED TO.
55049	Discipline	Oral	4Q99	10/21/1999	FAILED TO PERFORM A DAILY CELL INSPECTION AS REQUIRED TO.
53989	Discipline	Oral	4Q99	10/21/1999	BY LETTING BOTH DOORS SALLY-PORT TO INSTITUTION.
56139	Discipline	Written	4Q99	10/23/1999	DISOBEYING A DIRECT ORDER AND INSUBORDINATION TO A SUPERIOR OFFICER.
56549	Discipline	Oral	4Q92	10/26/1999	VIOLATION OF POST ORDER H9708 SECT. 3A. OFFICERS WILL NOT EAT, DRINK WHILE IN OPERATIONS.
53076	Discipline	Hearing	2Q99	11/1/1999	EFFECTIVE IMMEDIATELY YOU ARE SUSPENDED W/O PAY PENDING A DISCIPLINARY HEARING. YOU VIOLATED POLICIES S220.01.03, .15(1)(A), .15(2)(A), .15(2)(J) AND .15(4)(A). HEARING
57357	Discipline	Five Day	4Q99	11/3/1999	INAPPROPRIATE & OFFENSIVE STATEMENTS DURING AN AA MEETING IN THE 3-4 UNIT VIOLATING POLICIES S-220&S-238. NOTIFICATION OF SENSITIVITY TRAINING TO BE SCHEDULED BY CAPT. SCADUTO
53992	Discipline	Three Day	4Q99	11/8/1999	INAPPROPRIATE AND EXTREMELY OFFENSIVE CONDUCT IN VIOLATION OF DEPARTMENT POLICIES S-220, S-238-SUSPENSION TO BE SERVED NOVEMBER 15, 16, 17, 1999.
54238	Discipline	Written	4Q99	11/9/1999	
53187	Discipline	Written	4Q99	11/9/1999	ON 10-2-99 YOU FAILED TO COMPLY WITH POLICY # S220.01, .15(6) AND .15(10)(A). YOU NEGLECTED YOUR REGULAR DUTIES WITHOUT AUTHORIZATION.
55808	Discipline	One Day	4Q99	11/9/1999	VIOLATED POLICYS-S220-FOSTERING DISCONTENT AMONG FELLOW EMPLOYEES.
50161	Discipline	Five Day	3Q99	11/16/1999	COMMITTED THE CRIME OF AFFRAY AND ARRESTED AND CHARGED WITH CRIME BY BOSTON POLICE.
54210	Discipline	Oral	4Q99	11/18/1999	FAILED TO PROPERLY SIGN YOURSELF OUT OF THE MEDICAL UNIT IN THE LOG BOOK WHEN YOU WENT ON SCHEDULED LUNCH BREAK.
56762	Discipline	Oral	4Q99	11/19/1999	YOU FAILED TO PROPERLY DOCUMENT YOUR 4:00 A.M. COUNT OF INMATES.
57625	Discipline	30 Day	4Q99	12/1/1999	SUSPENDED FOR FAILURE TO PROPERLY INVESTIGATE AND FILE REPORTS. FILING FALSE OR MISLEADING REPORTS.
53696	Discipline	Hearing	4Q99	12/2/1999	SUSPENDED PENDING A HEARING FOR ASSAULTING AN INMATE, FAILURE TO FILE TIMELY REPORT ON USE OF FORCE, FILING A MISLEADING REPORT.
54815	Discipline	Written	4Q99	12/8/1999	ON SEPT. 25, 1999 YOU FAILED TO ACCOUNT FOR RADIO # 1160. YOU ACKNOWLEDGED RECEIPT OF THE RADIO FROM CAPTAIN BOLLES PRIOR TO DEPARTING FOR AN OUTSIDE DETAIL.
56515	Discipline	Oral	4Q99	12/13/1999	VIOLATION OF S-220.09
56542	Discipline	Five Day	4Q99	12/13/1999	SUSPENDED FOR CONDUCT UNBECOMING OF AN OFFICER.

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220 violations - not terminated

ID	Type	Level	Qtr	Date	Discipline	Comments
57223	Discipline	Oral	4Q99	12/22/1999		VIOLATION OF POLICY S-220-OFFENSE 1B-UNPROFESSIONAL CONDUCT AND OFFENSE 6A- DISRESPECT TO A SUPERIOR.
53696	Discipline	Suspended	4Q99	12/29/1999		SUSPENDED AS A RESULT OF INCIDENT INVOLVING INMATE ON 10-16-99.
57625	Discipline	Demoted	4Q99	12/29/1999		DEMOTED FROM JO-4 TO JO-2 AS A RESULT OF INCIDENT INVOLVING INMATE ON 10-16-99.
56783	Discipline	Oral	1Q00	1/1/2000		REFUSED TO SIGN
53781	Discipline	Written	1Q00	1/7/2000		FAILURE TO RETURN KEYS ASSIGNED TO HIM. FAILURE TO REPORT THE LOSS PROMOTLY TO SUPERVISOR.
55812	Discipline	Three Day	1Q00	1/14/2000		YOU ARE SUSPENDED 3 DAYS EFFECTIVE 1/20/2000. YOU REFUSED A DIRECT ORDER FROM LT.O'CONNOR TO COUNT THE 4-4 UNIT. YOU ONLY DID SO WHEN ESCORTED BY HIM.
55812	Discipline	Written	1Q00	1/19/2000		ON DECEMBER 31, 1999, YOU WERE READING A BOOK IN FRONT OF TELEVISION WHILE SUPERVISORS WERE TOURING THE UNIT
56325	Discipline	Written	1Q00	1/28/2000		UNSECURED SALLYPORT AND UNIT DOOR
54796	Discipline	Oral	1Q00	1/30/2000		DID NOT HAVE TIE ON WHILE ON DUTY
56060	Discipline	Three Day	1Q00	1/31/2000		Agreement on 8/16/91. ACTED IN AN EXTREMELY UNPROFESSIONAL AND INSUBORDINATE MANNER. ON JAN.14,2000 YOU RAISED YOUR VOICE AND TWICE STATED YOU DIDN'T "FREAKING UNDERSTAND".
53969	Discipline	10 Day	1Q00	3/3/2000		AGREEMENT / ARRESETED ON FEBRUARY 22,2000.
53181	Discipline	Three Day	1Q00	3/10/2000		VIOLATION OF S220.01;.07;.15(1)(B) AND .15(10)(F) INCIDENT DATED 2/19/00.
53297	Discipline	Oral	1Q00	3/11/2000		
50228	Discipline	60 Day	3Q99	3/15/2000		AGREEMENT AND PROBATION - VIOLATION S220. FAILURE TO NOTIFY SPECIAL SHERIFF OF HIS INVOLVEMENT WITH LAW ENFORCEMENT, CONVICTION AND COURT ORDERED PROBATION FOR ASSAULT AND BATTERY AND QUI. WILL ALSO SERVE 18 MONTH PROBATIONARY PERIOD.
54874	Discipline	Written	1Q00	3/15/2000		VIOLATION OF POLICY S220.9 AND 501.04. COURT YARD GATE UNSECURED, INMATE INSIDE A SECURED AREA
52776	Discipline	One Day	1Q00	3/16/2000		FAILED TO CORRDCTLY RECORD THE CIVIL CAPIAS FOR INMATE SHEERS TO ENSURE INMATE WAS HELD FOR SUFFOLK COUNTY PROBATE AND FAMILY COURT. AS A RESULT OF THIS ERROR, INMATE WAS RELEASED DESPITE THE FACT HE SHOULD HAVE BEEN HELD. (REDUCED FROM 3-DAY TO 1-DAY BY
54186	Discipline	Written	1Q00	3/16/2000		VIOLATION OF POLICY S220.01 AND S220.15(1)
56594	Discipline	Written	1Q00	3/20/2000		UNPROFESSIONAL CONDUCT 3/1/00. VIOLATED POLICY S220.06;.15(1)(B); & .15(4)(C).
52736	Discipline	Oral	1Q00	3/25/2000		YOU WERE OBSERVED SMOKING IN THE MAIN LOBBY OF THE INSTITUTION.
56239	Discipline	Five Day	2Q00	3/30/2000		REPORTED FOR DUTY INTOXICATED.
55900	Discipline	Written	2Q00	4/14/2000		VIOLATION OF POLICY S220.01;.06;.07 AND .15
53912	Discipline	Oral	2Q00	4/14/2000		
55314	Discipline	Written	2Q00	4/14/2000		NOTICE OF SUSPENSION & DISCIPLINARY HEARING (VIOLATING DEPT POLICY S-200 AS A RESULT OF YOUR CONDUCT WHICH LE TO YOUR ARREST ON JUNE 17, 1999
53469	Discipline	Written	2Q00	4/14/2000		VIOLATION OF POLICY S220.01;.06;.07 AND .15(1)(A). YELLING AND FIGHTING WITH FELLOW OFFICER.
55562	Discipline	Written	2Q00	4/14/2000		PLACED ON ADMINISTRATIVE LEAVE WITH PAY.

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220 violations - not terminated

ID	Type	Level	Qtr	Date Received	Comments
53187	Discipline	Demoted	2Q00	5/18/2000	WAS DEMOTED FROM RC-13A TO RC-9. HE ALSO RECEIVED A FIVE DAY SUSPENSION WITHOUT PAY FOR INCIDENT ON 5/4/00.
53187	Discipline	Five Day	2Q00	5/18/2000	DEMOTION AND PROBATION / FROM RC-13A TO RC-9. PROBATION 5-18-00 - 5-18-01 VIOLATED POLICY S-220. MR. PORTER IS ALSO ON PROBATION FOR ONE YEAR.
53231	Discipline	Three Day	2Q00	5/22/2000	GAVE INMATES 1 HOUR OF UNSCHEDULED TIME.
56827	Discipline	Oral	2Q00	5/24/2000	FAILED TO ENSURE SALLYPORT DOORS REMAINED SECURE.
56866	Discipline	Five Day	2Q00	5/26/2000	PATTERN OF CONDUCT EXHIBITING INSUBORDINATE OR DISRESPECTFUL BEHAVIOR TOWARD SUPERIOR OFFICER.
56866	Discipline	Hearing	2Q00	6/26/2000	DISCIPLINARY HEARING ON 6-29-00. THE HEARING IS TO DECIDE WHETHER THERE IS JUST CAUSE TO DISCIPLINE YOU FOR ALLEGELY DRIVING A SUFFOLK COUNTY VEHICLE W/O A VALID LICENSE.
56694	Discipline	Written	2Q00	6/30/2000	FAILURE TO REPORT INCIDENT WITH LAW ENFORCEMENT OFFICIAL TO THE SPECIAL SHERIFF.
54123	Discipline	Oral	2Q00	6/30/2000	FAILED TO FILE A REPORT REGARDING INCIDENT WITH LAW ENFORCEMENT OFFICIALS.
55497	Discipline	Oral	2Q00	6/30/2000	FAILED TO FILE A REPORT REGARDING INCIDENT WITH LAW ENFORCEMENT OFFICIAL.
54150	Discipline	Oral	2Q00	7/1/2000	FAILURE TO REPORT TO THE SPECIAL SHERIFF HIS INVOLVEMENT WITH LAW ENFORCEMENT.
54699	Discipline	Oral	2Q00	7/1/2000	FAILURE TO REPORT TO THE SPECIAL SHERIFF HIS INVOLVEMENT WITH LAW ENFORCEMENT.
54345	Discipline	Oral	2Q00	7/3/2000	FAILURE TO REPORT TO THE SPECIAL SHERIFF HIS INVOLVEMENT WITH LAW ENFORCEMENT.
54874	Discipline	Written	2Q01	7/3/2000	
57055	Discipline	Oral	2Q00	7/4/2000	YOU VIOLATED POLICY S220. SPECIFICALLY YOU VIOLATED S220.03 WHICH STATES ALL EMPLOYEES MUST REPORT ANY INVOLVEMENT WITH LAW ENFORCEMENT OFFICIALS TO THE SPECIAL SHERIFF.
55497	Discipline	Oral	2Q00	7/11/2000	VIOLATED S220.03 FAILURE TO REPORT INVOLVEMENT WITH LAW ENFORCEMENT.
55184	Discipline	Oral	2Q00	7/12/2000	VIOLATION OF S220.03, FAILURE TO REPORT INVOLVEMENT WITH LAW ENFORCEMENT.
53340	Discipline	Written	3Q98	7/14/2000	VIOLATION OF POLICY S-220 EMPLOYEE GENERAL CONDUCT FOR INCIDENT ON 7/20/98.
54143	Discipline	Oral	2Q00	7/18/2000	USED COMPUTER IN CASEWORKER'S OFFICE.
53601	Discipline	Oral	2Q00	7/18/2000	VIOLATED POLICY S220.06-USED CASEWORKER'S COMPUTER.
55827	Discipline	Oral	3Q00	7/19/2000	RECEIVED AN ORAL WARNING TAKING AN EXTENDED LUNCH PERIOD.
74844	Discipline	Written	2Q00	7/21/2000	5/12/00 violated policy S224.03 and S220.15(1)(a)
929	Discipline	Written	2Q00	7/21/2000	VIOLATION OF POLICY S220.15 AND S224.03
53240	Discipline	Oral	3Q00	8/2/2000	FAILED TO COMPLETE PROBATIONARY PERIOD. PROBATION EXTENDED UNTIL TRAINING IS COMPLETED.
57116	Discipline	Written	3Q00	8/4/2000	IMPROPER USE OF DEPARTMENT PROPERTY.
55368	Discipline	One Day	3Q00	8/4/2000	USED OFFENSIVE LANGUAGE DURING A LECTURE.
53264	Discipline	Five Day	3Q00	8/4/2000	CHARGED WITH SEXUAL HARASSMENT. VIOLATED POLICY S220, AND POLICY S239.
53240	Discipline	Written	4Q99	8/8/2000	SIGNED AGREEMENT TO COMPLETE NEXT BASIC TRAINING. FAILURE TO DO SO WILL RESULT IN IMMEDIATE TERMINATION.
53505	Discipline	Oral	3Q00	8/9/2000	DISRUPTIVE DURING A BRIEFING.
54105	Discipline	Five Day	3Q00	8/24/2000	OBSERVED SLEEPING IN A CASEWORKER'S OFFICE.
54956	Discipline	Written	3Q00	8/24/2000	FAILED TO REPORT ARREST TO THE SPECIAL SHERIFF.
53231	Discipline	Five Day	3Q00	8/25/2000	UNPROFESSIONAL CONDUCT TOWARDS A SUPERVISOR. YOU VIOLATED POLICY S220.05(A) AND (B). THIS OCCURRED ON 7/21/2000 OUTSIDE THE INSTITUTION.

220 violations - not terminated

ID	Type	Level	Date	Offense
54815	Discipline	Five Day	8/29/2000	ON AUG.20,2000 YOU WERE OBSERVED SLEEPING AT THE CONTROL PANEL IN THE MEDICAL UNIT WHEN THE BUILDING CAPTAIN MADE HIS ROUNDS. THE PERIMETER DOORS WERE UNSECURED.
52675	Discipline	Written	9/12/2000	FAILED TO ATTEND TRAINING, AWOL RESCINDED.
53469	Discipline	Oral	9/19/2000	AGREEMENT - ARGUING WITH ANOTHER STAFF MEMBER IN THE PRESENCE OF INMATES
57223	Discipline	Oral	10/6/2000	VIOLATION OF S-220 ON AUGUST 24, 2000.
56060	Discipline	Written	10/13/2000	ON SEPT.6,2000, YOU FAILED TO NOTIFY AN INMATE THAT HIS BROTHER HAD DIED. ALTHOUGH YOU ATTEMPTED TO CARRY OUT THIS ORDER BY POSTING A NOTE FOR THE CHAPLAIN.
54163	Discipline	Five Day	10/14/2000	10/23 AND 10/25/00 VIOLATED POLICIES S220.03. LEFT SCREWDRIERS IN GYM AT THE JAIL.
52707	Discipline	Written	10/20/2000	VIOLATION OF POLICY S220. FAILURE TO PROPERLY QUALIFY A POTENTIAL DANGEROUS INMATE
56426	Discipline	Written	10/31/2000	VIOLATION OF POLICY S220 SECTION H PAR. ONE.
53370	Discipline	Oral	11/3/2000	11/22/95
53624	Discipline	Written	11/3/2000	
56888	Discipline	Oral	11/9/2000	DISCIPLINE AS OF 6/29/94
56866	Discipline	45 Day	11/27/2000	45 DAY SUSPENSION STARTING 11/28/00 AS A RESULT OF A HEARING FOR DRIVING WITHOUT A LICENSE AND CHELSEA COURT APPEARANCE VIOLATION POLICY S220.02, S220.03, S220.15(2)(J)
55188	Discipline	One Day	12/6/2000	OCTOBER 31, 2000, FAILURE TO FILE TIMELY REPORTS AND E. SUSPENDED 12/11/00.
54617	Discipline	One Day	12/6/2000	OCTOBER 31, 2000, FAILURE TO FILE TIMELY REPORTS AND USE OF FORCE VIOLATIONS. SUSPENDED 12/5/00.
55898	Discipline	One Day	12/6/2000	OCTOBER 31, 2000, FAILURE TO FILE TIMELY REPORTS AND USE OF FORCE VIOLATIONS. SUSPENDED 12/08/00.
57055	Discipline	One Day	12/6/2000	OCTOBER 31, 2000 INCIDENT, FAILURE TO FILE TIMELY REPORTS (S-220) AND USE OF FORCE (S-505). SUSPENDED 12/06/00.
55591	Discipline	Written	12/6/2000	FAILURE TO OBEY LAWFUL VERBAL OR WRITTEN ORDERS OF S SUPERIOR (S220.12F).
55327	Discipline	Three Day	12/6/2000	OCTOBER 31, 2000, FAILURE TO FILE TIMELY "USE OF FORCE" REPORT. OR AN INCIDENT REPORT. YOU VIOLATED POLICY S-220. YOU WILL BE SUSPENDED ON DEC.15, 16, AND 17.
53809	Discipline	Oral	12/12/2000	Violation of policy S220.04(E)
55627	Discipline	30 Day	12/13/2000	SUSPENSION / THIRTY WORKING DAY SUSPENSION DUE TO INCIDENT ON 10/31/00. VIOLATION OF POLICY S220 AND S505
56426	Discipline	Five Day	1/5/2001	ON DECEMBER 5, 2000 YOU ADMITTED TO SMOKING IN THE BATHROOM IN THE 3-2 UNIT. VIOLATION OF POLICIES S735.04, .05A(1) AND S220.04I AND .05A(3).
53607	Discipline	Agreement	1/12/2001	EMPLOYEE ALLOWED TO SUBSTITUTE CREDIT TIME INSTEAD OF SICK FOR 1/22/2000(RE: JURY DUTY)
76381	Discipline	Oral	1/22/2001	VIOLATED POLICY S220.04 H.15. & 16. ALSO L.1. & 2 ON 1/18/01
54294	Discipline	Written	1/24/2001	VIOLATION ON 11/14/00. VIOLATED POLICY S220, EMPLOYEE GENERAL CONDUCT. MOTOR VEHICLE VIOLATION RESULTING IN ARREST. REPORT MISLEADING & DATE MISSTATED.
56291	Discipline	Oral	2/4/2001	FAILED TO LOG IN AND OUT FOR LUNCH ON 2/4/01
52736	Discipline	Oral	2/4/2001	ON 2/4/01 YOU FAILED TO LOG IN AND OUT FOR LUNCH
54659	Discipline	Oral	2/4/2001	4/2/01 FAILED TO SIGN IN AND OUT FOR LUNCH
52736	Discipline	Five Day	2/7/2001	FAILURE TO SUBMIT TIMELY AND COMPLETED REPORTS AS REQUESTED PERTAINING TO INCIDENT ON 11/23/00 (CONTRABAND AND UNPROFESSIONAL BEHAVIOR).

220 violations - not terminated

ID	Type	Level	Q#	Date Received	Comments
52736	Discipline	Five Day	4Q00	2/8/2001	SMOKING WITHIN THE FACILITY ON 1/23/00. ALSO, UNPROFESSIONAL BEHAVIOR TOWARDS STAFF. GRABBED A PAYCHECK FROM RECEPTIONIST'S HAND ON 1/5/01.
54956	Discipline	Three Day	1Q01	2/26/2001	VIOLATED POLICY S220 ON 2/15/01 - FIRE SAFETY
57056	Discipline	Oral	1Q01	2/27/2001	ON 2/27/01 YOU VIOLATED POLICY S220 H(10) KEY CONTROL & S220 J(1) EQUIPMENT
57241	Discipline	Written	1Q01	2/27/2001	VIOLATED POLICY S220 - FAILURE TO SUPERVISE SUBORDINATES & NEGLIGENCE/DERELICTION OF DUTY
57417	Discipline	One Day	1Q01	3/2/2001	VIOLATED POLICY S220, S220.07, S220.15(10)(C) AND S220.15 (1)(A).
56515	Discipline	6 mos	4Q00	3/7/2001	VIOLATED POLICY S220.05(1A) CONDUCT UNBECOMING; S220.05(2B) FALSE/MISLEADING REPORTS; S220.05(11) NEGLIGENCE USE, OF CTY PROPERTY; S220.05(15) NEGLIGENCE OR DERELICTION OF DUTY, SIX MONTH SUSPENSION 1/27/01 - 7/27/01
75803	Discipline	Written	1Q01	3/9/2001	ON 3/5/01 YOU VIOLATED POLICY S220 - NEGLIGENCE OR DERELICTION OF DUTY
50287	Discipline	One Day	1Q01	3/21/2001	ON 2/21/01 VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(D) & S220.05(12)(F).
55247	Discipline	One Day	1Q01	3/21/2001	ON 2/21/01 YOU VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(D) AND S220.05(12)(F)
53176	Discipline	Two Day	1Q01	3/21/2001	ON 2/21/01 YOU VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(D) AND S220.05(12)(F).
56101	Discipline	One Day	1Q01	3/21/2001	ON 2/07/01 YOU VIOLATED POLICY S220 - PROFANE & DEROGATORY LANGUAGE.
76381	Discipline	Written	1Q01	3/30/2001	VIOLATED POLICY S220.04 SECT. F.1 & .05 SECT. A&B
75151	Discipline	Three Day	1Q01	3/30/2001	POOR PERFORMANCE AND NEGLIGENCE OF DUTY, SUSPENSION SERVED 4/6, 4/18 AND 4/19/01
53871	Discipline	Written	1Q01	4/3/2001	VIOLATED POLICY S220.05(12)(B) & S220.05 (12)(E) ON 3/10/01
57241	Discipline	One Day	1Q01	4/3/2001	VIOLATED POLICY S220.05(A)(2)(B) ON 3/10/01
56104	Discipline	Written	1Q01	4/5/2001	VIOLATED POLICY S220 ON 3/27/01
57020	Discipline	Written	2Q01	4/12/2001	VIOLATED POLICY 220 H (6) & 220 I (2) CONTRABAND & CONTROL - SECURITY & CUSTODY ON 4/05/01
55792	Discipline	Written	2Q01	4/12/2001	VIOLATED POLICY 220 H(6) & 220 I(2) CONTRABAND & CONTROL - SECURITY & CUSTODY ON 4/5/01
50305	Discipline	Oral	2Q01	4/20/2001	VIOLATION OF POLICY S220 Sec 05 and 22Y secB
50305	Discipline	Oral	2Q01	4/20/2001	VIOLATION OF POLICY 220. SECT. 05 & 224 SECT. B
56056	Discipline	One Day	2Q01	4/30/2001	VIOLATED POLICY S220 ON 4/20/01, INSUBORDINATION.
51277	Discipline	Oral	2Q01	4/30/2001	4/29/01 VIOLATED S501.04, UNSECURED SALLYPORT/UNIT DOOR.
57620	Discipline	One Day	2Q01	5/7/2001	ON 4/23/01 VIOLATED POLICY S220.15 (10)(A) NEGLIGENCE OR DERELICTION OF DUTY; (10)(B) INEFFICIENCY.
76223	Discipline	One Day	1Q01	5/10/2001	3/2/01 VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(B), & S220.05(12)(F)
54293	Discipline	Two Day	1Q01	5/11/2001	3/9/01 VIOLATED POLICY S220.05(2)(B), S220.05(1)(A)
53656	Discipline	One Day	1Q01	5/11/2001	3/2/01 VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(B), & S220.05(12)(F).
72886	Discipline	One Day	1Q01	5/14/2001	3/2/01 VIOLATED POLICY S220.04(K), S220.05A(1)(A), S220.05A(12)(B), & S220.05(12)(F).
56316	Discipline	One Day	1Q01	5/14/2001	2/21/01 VIOLATED POLICY S220.04(E)(3), S220.05A(1)(A), S220.05A(11) & S220.05(12)(B).
54617	Discipline	Suspended	2Q01	5/16/2001	INDEFINITELY WITHOUT PAY
53930	Discipline	Suspended	2Q01	5/16/2001	INDEFINITELY WITHOUT PAY.
54293	Discipline	Suspended	2Q01	5/16/2001	INDEFINITELY WITHOUT PAY.
54247	Discipline	Suspended	2Q01	5/16/2001	INDEFINITELY WITHOUT PAY.
56807	Discipline	Oral	2Q01	5/29/2001	VIOLATED DEPARTMENT'S POLICY REGARDING: SALLYPORTS. ALLOWED TWO DOORS TO BE OPENED AT THE SAME TIME.
57603	Discipline	60 Day	2Q01	6/15/2001	VIOLATED POLICIES S220, ALSO SERVING A 60 DAY SUSPENSION AS OF MAY 25, 2001
57603	Discipline	Demoted	2Q01	6/15/2001	VIOLATED POLICIES S220, ALSO SERVING A 60 DAY SUSPENSION AS OF MAY 25, 2001

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220 violations - not terminated

ID	Type	Level	On	Date Received	Comment
53912	Discipline	Three Day	2Q01	6/20/2001	SUBMITTAL OF 2 MILEADING OR FALSE REPORTS PERTAINING TO A COMMENT REGARDING A CLIENT AS OCC
56130	Discipline	One Day	2Q01	6/20/2001	FILING FALSE REPORTS
55553	Discipline	Three Day	2Q01	6/22/2001	FAILURE TO PROPERLY MAINTAIN TOOLS
56060	Discipline	Two Day	2Q01	6/25/2001	VIOLATION POLICY S220 FAILURE TO INFORM INMATE OF MOTHER'S DEATH
54849	Discipline	Oral	2Q01	6/26/2001	FAILED TO FOLLOW INSTRUCTION, KEEPING UNIT LIGHTS ON
53775	Discipline	Three Day	2Q01	6/29/2001	VIOLATION OF POLICY S220.04, .05 SUSPENSION TO BE SERVED IMMEDIATELY
54167	Discipline	Written	2Q01	6/29/2001	USE OF DEPARTMENT VEHICLE WITH AUTHORIZATION
56716	Discipline	Written	2Q01	6/29/2001	VIOLATED POLICY S220.04 NEGATIVE AND DEGRADING FASHION ABOUT FELLOW CO-WORKERS
55762	Discipline	Admin. Leave	2Q01	7/2/2001	UNTIL FURTHER NOTICE, ADMINISTRATIVE LEAVE WITH PAY - Ultimately suspended for 6 months
53775	Discipline	Admin. Leave	3Q01	7/2/2001	ADMINISTRATIVE LEAVE WITH PAY - Ultimately suspended for 6 months
54636	Discipline	Admin. Leave	3Q01	7/2/2001	UNTIL FURTHER NOTICE, ADMINISTRATIVE LEAVE WITH PAY
57225	Discipline	Admin. Leave	3Q01	7/2/2001	UNTIL FURTHER NOTICE, ADMINISTRATIVE LEAVE WITH PAY
53156	Discipline	Oral	2Q01	7/3/2001	ON 5/23/01 YOU WERE AWOL FOR AN HOUR
54874	Discipline	Written	2Q01	7/3/2001	ABSENT FROM POST WITHOUT AUTHORIZATION
55898	Discipline	One Day	2Q01	7/5/2001	VIOLATED POLICY S220.04(H)(14) AND 12(H). SUSPENSION TO BE SERVED 7/8/01.
53304	Discipline	Oral	2Q01	7/13/2001	ABSENT WITHOUT LEAVE FROM WORKSTATION DURING NORMAL BUSINESS HOURS
75295	Discipline	One Day	2Q01	7/13/2001	REFUSAL OF A DRAFT ON MAY 27, 2001
54656	Discipline	Oral	2Q01	7/17/2001	LEFT ASSIGNED AREA AT 3:15, SCHEDULED TO WORK UNTIL 3:30
55247	Discipline	One Day	2Q01	7/17/2001	ON 4/25/01 YOU VIOLATED POLICY S220.05(A)(1)(B), S220.05(A)(12)(B)
53827	Discipline	Oral	2Q01	7/17/2001	LEFT ASSIGNED AREA AT 3:15, SCHEDULED TO WORK UNTIL 3:30
56544	Discipline	Admin. Leave	3Q01	7/27/2001	Administrative leave with pay effective immediately. Re outcome of Dept. of Justice proceedings re actions on 4/15/99.
53809	Discipline	One Day	2Q01	7/30/2001	Violation of policy S220.05(A)(1)(b)
75467	Discipline	Oral	2Q01	7/30/2001	Violation of policies S-482 & S-220 on 6/29/01 and 7/2/01
54874	Discipline	Oral	3Q01	8/9/2001	uniform attire and general conduct
55188	Discipline	One Day	3Q01	8/10/2001	7/29/01 violated policy S220.05(A), 8(a)
53045	Discipline	Hearing	1Q01	8/13/2001	Scheduled for 8/17/01. Violation of policy S-220(.05)(A)(1)(a), .05(A)(2)(b), .05(A)(12)(h), to wit: S122.05(B)(1) & (2), on 2/2/01.
76381	Discipline	One Day	3Q01	8/14/2001	8/1/01 violated policy S220.04(H)(15) and (16); S220.05(A)(14)(a).
57241	Discipline	Admin. Leave	3Q01	8/14/2001	Administrative leave with pay effective immediately, pending investigation. - Ultimately terminated
54699	Discipline	Four Day	3Q01	8/20/2001	4 DAY SUSPENSION FAILURE TO SUPERVISE UNIT SUSPENDED ON 8/21; 8/22; 8/23; 8/26
55967	Discipline	Four Day	3Q01	8/20/2001	4 DAY SUSPENSION FAILED TO PROPERLY SUPERVISE UNIT. SUSPENSION SERVED ON 8/22; 8/23; 8/25; 8/26
53836	Discipline	One Day	3Q01	8/21/2001	FAILED TO DO PROPER CELL INSPECTION SUSPENSION SERVED ON 9/8/01
52788	Discipline	One Day	3Q01	8/21/2001	FAILED TO DO PROPER CELL INSPECTION SUSPENSION SERVED ON 8/28/01
76381	Discipline	Three Day	3Q01	8/22/2001	On 8/10/01 violated policy S220.04(H)(15) and (16); S220.05(A)(14)(a). Suspension served 8/23, 8/24, and
56688	Discipline	Written	1Q01	8/24/2001	Violation of policy S122 and S220 for incident on 2/1/01.

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220 violations - not terminated

ID	Type	Level	On	Off	Comments
53045	Discipline	Demoted	1Q01	8/27/2001	7/1/01 violated policy 522.05(A)(12)(b); 5220.05(A)(1)(a); 5220.05(A)(2)(b). On 6/27/01 violated policy 5220.05(A)(15)(b). Demoted to corporal (JO-2) Four day suspension.
54094	Discipline	10 Day	1Q01	8/28/2001	Suspended with pay 8/29, 8/30, 8/31, 9/01/01; without pay 9/2,9/4,9/5,9/6,9/7/01 pending hearing 9/7/01. On 2/2/01 you violated policy 5220.05(A)(1)(a), .05(A)(2)(b), .05(A)(12)(d).
76381	Discipline	Admin. Leave	3Q01	9/13/2001	Administrative leave with pay pending investigation of arrest on 9/7/01. - Ultimately resigned.
54636	Discipline	4 Month	3Q01	9/14/2001	SUSPENDED BEGINNING 9/11/01 FOR FOUR MONTHS (CALENDAR DAYS) POLICY 220:
57113	Discipline	Written	3Q01	9/23/2001	AS A RESULT OF YOUR ACTIONS IN JULY 2001. PROVIDED A REPORT AND MADE STATEMENTS THAT WERE UNCLEAR AND INCOMPLETE REPORT WHICH HAMPERED AN SID INVESTIGATION. ALSO IMPROPERLY INVOLVED AN INMATE BY HAVING HIM ATTEST TO YOUR REPORT.
57625	Discipline	Two Day	3Q01	9/27/2001	7/13/01 violated policy 5220.05(8)(a) and 5220.05(12)(c)
54503	Discipline	One Day	3Q01	10/3/2001	On 9/17/01 while on suspension, you worked OT, which is against company policy.
53775	Discipline	6 mos	3Q01	10/5/2001	Results of hearing on 9/17/01. Six month suspension, without pay, starting 9/11/01. Actions on 6/13/01
74989	Discipline	Written	3Q01	10/5/2001	Violated policy 5220.05(A)(1)(a) on 8/2/01
72886	Discipline	Admin. Leave	4Q01	10/18/2001	Administrative leave with pay effective immediately until outcome of investigation.
54094	Discipline	Two Day	4Q01	10/28/01	Violated policy 5220.05(8)(a) - insubordination.
81864	Discipline	Written	4Q01	11/15/2001	VIOLATION OF POLICY 5220
54874	Discipline	Five Day	4Q01	11/20/2001	SEXUAL HARASSMENT
54833	Discipline	One Day	4Q01	11/27/2001	11/19/01 violated policy 5220.05(15)(a) and 5220.05(15)(b)
56213	Discipline	One Day	4Q01	11/28/2001	11/14/01 violated policy 5220.05(10)(b) and 5220.04(E)(1 and 2).
57235	Discipline	One Day	4Q01	12/4/2001	WILLFUL DAMAGE TO COUNTY PROPERTY (Restitution required).
56060	Discipline	Admin. Leave	4Q01	12/4/2001	Effective immediately, pending outcome of investigation into your actions.
53564	Discipline	Written	4Q01	12/7/2001	On 12/4/01 you violated policy 5220 (employee conduct and 5501 (Security and control).
56183	Discipline	Written	4Q01	12/7/2001	On 12/04/01 you violated policy 5220, Employee General Conduct and 5501, Security and Control.
55256	Discipline	Written	4Q01	12/13/2001	On 12/6/01 violated policy 5220 Employee General Conduct & 5501 Security & Control.
55709	Discipline	Written	4Q01	12/19/2001	ENTERED UNIT 6-1 WHILE INMATES WERE OUT EVEN THOUGH YOU WERE ON LIGHT DUTY STATUS. EXERCISED POOR JUDGEMENT BY GOING INTO UNIT, ORDERING AN INMATE INTO HIS CELL AND THEN ESCORTING HIM WHEN HE REFUSED TO GO.
55709	Discipline	Written	4Q01	12/19/2001	On 10/10/01 violated policy 5220.05(A)(1)(g) conduct unbecoming an officer.
55827	Discipline	Two Day	4Q01	12/20/2001	11/8/01 and 11/28/01 violated policy 5220.05 A(1)(b); S-239 (sexual harassment) and 5220.05(2)(b)
53431	Discipline	One Day	4Q01	12/26/2001	INCIDENT ON 12/14/01. HANDED WEAPON TO A UNIFORMED SECURITY GUARD IN DOORWAY OF CONTROL ROOM AT SUFFOLK SUPERIOR COURT. VIOLATED POLICY S-508(05)(B)(4) AND S-220(05)(A)(1)(b). SUSPENDED ON 12/27/01
53183	Discipline	One Day	4Q01	12/26/2001	ACTIONS ON 12/7/01 AND 12/11/01. ACCEPTED SUBPOENA FROM DA'S OFFICE TO PRODUCE RECORDS IN COURT ON 12/7/01, BUT CALLED IN SICK AND FAILED TO NOTIFY ANYONE ABOUT SUBPOENA. ALSO INFORMED TO TESTIFY IN COURT ON 12/11/01 AND FAILED TO SHOW OR HAVE SOMEONE T
53340	Discipline	Written	4Q01	12/31/2001	UNPROFESSIONAL CONDUCT. ON 12/11/01 YOU ENGAGED IN A DIALOGUE WHICH AGITATED INMATES WHILE WAITING FOR A GUEST SPEAKER. TOOK ANOTHER EMPLOYEE 10 MINUTES TO CALM THEM DOWN. THIS IS NOT THE FIRST TIME YOU ENGAGED IN THIS BEHAVIOR.
54063	Discipline	Oral	4Q01	1/9/2002	On 12/29/01, 1/4/02 and 1/5/02 failed to insure that central control staff logged all supervisors in and out of units on the 10th and 11th floors in bldg. One.

220 violations - not terminated

ID	Type	Level	On	Date	Description
56856	Discipline	One Day	4Q01	1/10/2002	10/14/01 violated policy S220 failure to investigate or report "loud banging". Failure to write report on said
56060	Discipline	Admin No Pay	4Q01	1/10/2002	Effective 1/10/02 suspended WITHOUT PAY pending outcome of hearing scheduled for 1/23/02. Agreement/Resigned effective 3/7/02.
53998	Discipline	One Day	4Q01	1/10/2002	On 10/14/01 violated policy S220 failure to investigate and report "loud banging". Also did not write report of said incident.
77441	Discipline	10 Day	4Q01	1/15/2002	violated policy S220
54672	Discipline	Three Day	4Q01	1/18/2002	12/26/01 violated policy S220.05(1)(a) Conduct unbecoming and S220.05(15)(d) Sleeping on duty
52691	Discipline	Admin No Pay	1Q02	1/22/2002	Failed drug test.
77489	Discipline	One Day	1Q02	2/5/2002	1/12/02 violated policy S220.05(12)(f) refused to obey a direct order from a superior officer.
54849	Discipline	Admin. Leave	1Q02	3/5/2002	ADMINISTRATIVE LEAVE WITH PAY UNTIL FURTHER NOTICE
82900	Discipline	Oral	1Q02	3/7/2002	On 2/28/02 violated policy S220.(K)(1) & (3).
54815	Discipline	Two Day	4Q01	3/7/2002	10/19/01 violated policy S220 failing to report a delay in transporting female inmate. Also failed to submit written report that same inmate suffered an injury during transporting.
54441	Discipline	Oral	1Q02	3/8/2002	LEFT UNIT WITHOUT PERMISSION.
55060	Discipline	Two Day	4Q01	3/14/2002	10/19/01 violated policy S220 and policy S530.04(3).
77496	Discipline	Written	1Q02	3/14/2002	Violated policy S220.04 I(2);K(1).
56834	Discipline	Written	1Q02	3/26/2002	3/24/02 violated policy S220.04(H)(1) Security and Custody and S220.05(A)(15)(a) Neglect or dereliction of
53169	Discipline	Written	1Q02	4/8/2002	3/12/02 violated policy S220 - engaging in amusement activities during the course of your shift.
55031	Discipline	Admin Leave with pay	2Q02	4/12/2002	EFFECTIVE 4/12/02
56350	Discipline	Three Day	2Q01	4/17/2002	Beginning 4/18/01 thru 6/4/01 violated policies S220.05(A)(a)(b) Unprofessional conduct and S220.05(A)(2)(b) submission of a misleading, incorrect or false report.
53830	Discipline	Three Day	1Q02	4/19/2002	On 3/24/02 violated policy S-220(II)(Y)(2) - neglect or dereliction of duty and S2501(II)(B)(1)(a) & (b)
57113	Discipline	Written	1Q02	4/19/2002	VIOLATION OF S220...USING CELL PHONE WITHIN INSTITUTION
54849	Discipline	Hearing	2Q02	4/24/2002	Suspended without pay until hearing 4/30/02.
53168	Discipline	Hearing	2Q02	4/29/2002	
53932	Discipline	Five Day	1Q02	5/2/2002	VIOLATION OF POLICY S220
57523	Discipline	Five Day	1Q02	5/2/2002	VIOLATED POLICY S220
53564	Discipline	Written	2Q00	5/2/2002	AS A RESULT OF YOUR OFFENSIVE STATEMENT MADE ON APRIL 28,2000. YOU VIOLATED POLICIES S-220 AND S-239. DISCIPLINE LEVEL CHANGED FROM 3 DAY SUSPENSION TO WRITTEN WARNING PER ARBITRATOR'S DECISION
53758	Discipline	10 Day	2Q02	5/2/2002	VIOLATED POLICY S220
52910	Discipline	Written	2Q02	5/17/2002	VIOLATION OF POLICY S220.05
55488	Discipline	Written	2Q02	5/17/2002	VIOLATION OF POLICY S220.05
55784	Discipline	One Day	2Q02	5/24/2002	LEFT FACILITY EARLY, VIOLATED POLICY S220
52745	Discipline	Oral	2Q02	5/29/2002	FAILURE TO MAINTAIN AN UPDATED LOGBOOK
54843	Discipline	One Day	2Q02	5/30/2002	VIOLATED POLICY S220 PLACING BUMPER STICKERS ON COWORKERS VEHICLES
54300	Discipline	Five Day	2Q02	5/31/2002	VIOLATION OF POLICY S220 ACTIONS ON MAY 17, 2002 ASSAULTIVE CONDUCT AGAINST ANOTHER EMPLOYEE
55808	Discipline	Written	2Q02	6/12/2002	FAILURE TO PROPERLY DISPENSE MEDICATION AND FAILURE TO PROPERLY REMEDY THIS SITUATION.

220 violations - not terminated

ID	Type	Level	Qtr	Date	Description
53049	Discipline	One Day	2Q02	6/20/2002	VIOLATED POLICY S220
54496	Discipline	Two Day	2Q02	6/20/2002	VIOLATED POLICY S220
53182	Discipline	One Day	2Q02	7/1/2002	VIOLATED POLICY S220 SUSPENSION TO BE SERVED 7/12/02
52776	Discipline	One Day	2Q02	7/11/2002	VIOLATED POLICY S220 SUSPENSION TO BE SERVED 7/12/02
56822	Discipline	One Day	2Q02	7/12/2002	VIOLATING STAFFING POLICY
56868	Discipline	Three Day	2Q02	7/16/2002	VIOLATED POLICY S220
53168	Discipline	90 Day	2Q02	7/18/2002	3 MONTH SUSPENSION NOTICE ON 4/29/02. RETURN TO WORK 7/29/02
53168	Discipline	Demoted	2Q02	7/18/2002	DEMOTED TO CO-1
67066	Discipline	Admin No Pay	3Q02	7/24/2002	SECOND VIOLATION OF DRUG POLICY. ADMIN LEAVE WITHOUT PAY PENDING RESULT OF SAFETY-NET TEST.
74604	Discipline	90 Day	3Q02	8/4/2002	Agreement - Suspended from 4/26/02 to 7/26/02 for your actions relative to incident on 10/29/01 in the 3-1 unit at HOC. Failure to report significant incident, conduct unbecoming an officer, and submission of a false or misleading report.
52736	Discipline	Two Day	3Q02	8/6/2002	USE OF CELL PHONE IN INSTITUTION
54503	Discipline	20 Day	3Q02	8/6/2002	AGREEMENT - SLEEPING ON DUTY WHILE GUARDING AN INMATE AT BETH ISRAEL DEACONESS HOSPITAL ON 11-7 SHIFT ON JUNE 26 AND JUNE 22, 2002. SUSPENDED 8/7 - 9/1.
53656	Discipline	Hearing	3Q02	8/6/2002	SUSPENDED PENDING A HEARING ON 8/13/02. SLEEPING ON DUTY WHILE GUARDING AN INMATE AT BETH ISRAEL DEACONESS HOSPITAL ON 11-7 SHIFT ON 6/27/02.
56339	Discipline	Written	3Q02	8/27/2002	ABSENCE WITHOUT AUTHORIZATION FROM WORK. TOOK VACATION WEEK EVEN THOUGH YOU HAD NO VACATION TIME ON THE BOOKS DUE TO FMLA LEAVE.
52735	Discipline	Written	3Q02	8/29/2002	ON 8/20/02 YOU FAILED TO ENSURE THAT ONE GATE AT THE VEHICLE TRAP WAS SECURED BEFORE OPENING THE SECOND GATE. BREACH OF SECURITY.
77292	Discipline	One Day	3Q02	9/5/2002	ON AUGUST 30, 2002, YOU WERE OBSERVED READING A NEWSPAPER WHILE ON DUTY IN THE 2-3 UNIT. VIOLATED POLICY S-220 J(4)(A).
54441	Discipline	One Day	3Q02	9/6/2002	UNPROFESSIONAL CONDUCT. YOU DIRECTED PROFANITY TOWARDS AN INMATE IN A UNIT WHO WAS ALREADY VISIBLY AGITATED, THEREBY CONTRIBUTING TO AN EXTREMELY VOLATILE SITUATION. SUSPENDED 9/9/02.
80445	Discipline	Admin Leave with pay	3Q02	9/11/2002	PLACED ON ADMINISTRATIVE LEAVE WITH PAY UNTIL FURTHER NOTICE PENDING THE OUTCOME OF A DEPARTMENTAL INVESTIGATION INTO YOUR RECENT INVOLVEMENT WITH LAW ENFORCEMENT ON 9/10/02 AND THE CRIMINAL CHARGES PENDING AGAINST YOU.
56477	Discipline	Admin No Pay	3Q02	9/13/2002	VIOLATION OF DRUG TESTING POLICY PENDING RESULTS OF SAFETY NET TEST
55199	Discipline	Three Day	3Q02	9/16/2002	INSUBORDINATION TO A SUPERIOR OFFICE, FAILURE TO RETURN TO INFIRMARY FRONT DESK, INCOMPLETE MAINTENANCE OF LOGBOOK AND LACK OF ROUNDS DURING SHIFT.
80445	Discipline	Admin No Pay	3Q02	9/30/2002	ADMINISTRATIVE LEAVE WITHOUT PAY PENDING THE OUTCOME OF YOUR CRIMINAL CASE.
54874	Discipline	Three Day	2Q02	10/2/2002	VIOLATION OF S-220. ON 4/18/02 YOU TESTIFIED AT A PAROLE BOARD HEARING FOR A STATE INMATE. YOU GAVE TESTIMONY AT THIS HEARING IN FULL UNIFORM AND LEFT YOUR ASSIGNED SHIFT FALSELY CLAIMING TO BE SICK TO DO SO.
53304	Discipline	One Day	4Q02	10/4/2002	ABUSE OF FMLA AND VIOLATION OF POLICY S220. ABSENCE ON 9/18/02 WAS APPROVED UNDER FMLA, BUT YOU ENGAGED IN NON-APPROVED ACTIVITY THAT DAY. ALSO FAILURE TO COMPLETE ASSIGNMENTS AND FILE RECORDS APPROPRIATELY.

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220 violations - not terminated

ID	Type	Level	Discipline	Date	Description
56557	Discipline	Three Day	3Q02	10/4/2002	UNACCEPTABLE BEHAVIOR TOWARD DEPARTMENT EMPLOYEES
54874	Discipline	Written	4Q02	10/9/2002	VIOLATION OF S-220. ON 10/9/02 YOU INTRODUCED FOOD ITEMS THROUGH THE SALLYPORT AREA. YOU WERE ALSO RELIEVED OF DUTY FOR 4 HOURS WITHOUT PAY.
53502	Discipline	Written	3Q02	10/16/2002	MISSING KEYS
54874	Discipline	Admin with pay	3Q02	10/16/2002	
56544	Discipline	admin leave	3Q02	10/21/2002	Administrative leave without pay pending outcome of your criminal case
54294	Discipline	Admin No Pay	4Q02	10/23/2002	PENDING RESOLUTION OF CRIMINAL PROCEEDINGS
52745	Discipline	Oral	4Q02	10/27/2002	FAILURE TO MAINTAIN UNIT LOGBOOK
56504	Discipline	Oral	4Q02	10/27/2002	FAILURE TO MAINTAIN UNIT LOGBOOK
52781	Discipline	30 Day	4Q02	10/30/2002	VIOLATION OF POLICY S220, ABANDONMENT OF POST
57036	Discipline	Written	4Q02	11/5/2002	FAILURE TO CONDUCT AN OVERCROWDING SESSION
57366	Discipline	One Day	4Q02	11/8/2002	ON 11/3/02, YOU REFUSED A DRAFT TO WORK THE 7-3 SHIFT, WHICH IS A VIOLATION OF S220.05 (8)(a).
57366	Discipline	One Day	4Q02	11/8/2002	VIOLATION OF S220
55812	Discipline	One Day	4Q02	11/8/2002	REFUSED A DRAFT ON 11/3/02
56504	Discipline	Admin No Pay	4Q02	11/15/2002	ADMIN NO PAY EFFECTIVE IMMEDIATELY.
55278	Discipline	Hearing	4Q02	11/18/2002	SUSPENDED PENDING DEPT HEARING AS A RESULT OF A CRIMINAL COMPLAINT LODGED AGAINST YOU FOR THREATS, SUBMITTING A FALSE REPORT TO SID AND DATING A FORMER INMATE. HEARING SCHEDULED FOR 11/22/02.
54509	Discipline	Admin No Pay	4Q02	11/20/2002	FAILED ANNUAL DRUG TEST
83478	Discipline	Oral	4Q02	11/23/2002	VIOLATED POLICY S220 EMPLOYEE GENERAL CONDUCT.
55478	Discipline	Admin with pay	4Q02	11/27/2002	UNTIL FURTHER NOTICE
52897	Discipline	Written	4Q01	12/4/2002	ON 12/4/01 violated policy S220.04(H)(14) and S220.05(A)(12)(h)
57598	Discipline	Five Day	4Q02	12/5/2002	INTRODUCING CONTRABAND (A METAL FORK) INTO AN INMATE HOUSING UNIT. SUSPENSION TO BE SERVED 12/9, 12/10, 12/13, 12/14 & 12/15
53362	Discipline	Admin with pay	4Q02	12/5/2002	ADMINISTRATIVE LEAVE WITH PAY UNTIL FURTHER NOTICE
54834	Discipline	Admin with pay	4Q02	12/5/2002	ADMINISTRATIVE LEAVE WITH PAY UNTIL FURTHER NOTICE FROM DEPARTMENT
55736	Discipline	Oral	4Q02	12/16/2002	FAILURE TO LOG A FIREARM INTO THE HOC ARMORY ON 12/4/02. VIOLATION POLICY S508.
56827	Discipline	Admin with pay	4Q02	12/19/2002	EFFECTIVE IMMEDIATELY.
57582	Discipline	30 Day	4Q02	12/20/2002	On 12/4/02 YOU WERE ASSIGNED AS THE TRAP CONTROL OFFICER. DURING INSPECTION OF FOOT LOCKER REVEALED UNIFORMS, GYM BAG AND PORNOGRAPHIC MATERIALS WHICH YOU CLAIMED OWNERSHIP. YOU ALSO HAD A KNIFE INSIDE SECURE PERIMETER.
53362	Discipline	30 Day	4Q02	12/23/2002	AGREEMENT FROM HEARING HELD ON 12/20/02. VIOLATION OF POLICIES S-220 AND S-508. LEFT A LOADED .38 CALIBER WEAPON UNSECURED INSIDE A DESK DRAWER. ALSO OBSERVED OPENING BOTH SALLYPORT GATES AT THE SAME TIME AND ALLOWING MULTIPLE VEHICLES IN THE AREA AT T
54834	Discipline	90 Day	1Q03	1/6/2003	HEARING SCHEDULED FOR JANUARY 10, 2003
55278	Discipline	60 Day	1Q03	1/10/2003	AGREEMENT - ACCEPTS SUSPENSION FROM 11/18/02 TO 1/10/03 AND AGREES TO TERMINATE INTIMATE RELATIONSHIP WITH FORMER INMATE
81855	Discipline	Hearing	1Q03	1/17/2003	Suspended without pay pending hearing 1/24/03. (RESIGNED EFFECTIVE 1/22/03) Violated policy S220.1-A-1; S220.1-J-5-b; S220.1-N-1; and S220.11-R.

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220 violations - not terminated

ID	Type	Level	Qtr	Date Received	Comment
55023	Discipline	Suspended	4Q02	1/21/2003	FAILED DRUG TEST
56888	Discipline	Two Day	1Q03	1/22/2003	AGREEMENT - INTRODUCED CONTRABAND (UNAUTHORIZED FOOD ITEMS) INTO 1-11-2 UNIT, FAILED TO PROPERLY MAINTAIN UNIT LOG BOOK, AND ALLOWED CERTAIN INMATES TO REMAIN OUT OF THEIR CELLS FOR UNAUTHORIZED PURPOSES.
52736	Discipline	Five Day	1Q03	1/22/2003	AGREEMENT - SUSPENDED FOR INTRODUCING CONTRABAND (UNAUTHORIZED FOOD ITEMS) INTO 1-11-2 AND PROVIDING THEM TO INMATES, AND FOR FAILURE TO PROPERLY SUPERVISE AS A SUBORDINATE OFFICER INAPPROPRIATELY ALLOWED INMATES OUT OF THEIR CELLS DURING THE 11-7 SHIFT
50622	Discipline	Written	1Q03	1/24/2003	Insubordination and poor performance.
75462	Discipline	Hearing	1Q03	1/24/2003	SUSPENSION AND HEARING ON 1/29/03 (EMPLOYEE RESIGNED ON 1/28/03 TO AVOID HEARING)
53545	Discipline	Written	1Q03	1/28/2003	FAILURE TO PROVIDE WRITTEN REPORT ON THE USE OF K-9
56098	Discipline	One Day	4Q02	1/29/2003	Violated policy S220.6.1.1 sec.A,B & L5, failure to report in a timely manner to supervisor on 10/6/02.
76222	Discipline	Written	4Q02	1/29/2003	Violated policy S220.6.6-1 Sec. C failure to maintain log book on 10/6/02.
53527	Discipline	Admin No Pay	1Q03	1/29/2003	PENDING RESOLUTION OF CRIMINAL PROCEEDINGS
55785	Discipline	Written	4Q02	1/29/2003	Violated policy S220.6.1.1 sec.A,B & L5. Failure to report in a timely manner to supervisor,, 10/06/02.
55755	Discipline	Three Day	1Q03	1/30/2003	DIRECTED PROFANITY AND VULGARITY TOWARDS A SUPERIOR
53527	Discipline	Agreement	1Q03	2/25/2003	AGREE TO RETURN TO WORK PENDING A FINAL DISPOSITION OF HER CRIMINAL CASE
55199	Discipline	Oral	1Q03	2/26/2003	FAILING TO SUPERVISE
55707	Discipline	Five Day	1Q03	2/28/2003	SUSPENDED 3/10 THROUGH 3/14 ABANDONED POST
54456	Discipline	Written	1Q03	3/5/2003	VIOLATION OF POLICY S220
55896	Discipline	Written	1Q03	3/5/2003	ON THURSDAY, FEBRUARY 27, 2003, YOU ISSUED OC PEPPER AGENT WHICH ENTERED THE SECURE PERIMETER WITHOUT NOTIFYING SHIFT COMMANDER OR GETTING HIS APPROVAL.
57020	Discipline	One Day	1Q03	3/7/2003	INTRODUCING CONTRABAND (CIGARETTES) ONE DAY SUSPENSION
54007	Discipline	Admin with pay	1Q03	3/7/2003	DEPUTY SHERIFF STATUS HAS BEEN RESCINDED
55385	Discipline	Oral	1Q03	3/10/2003	FAILURE TO PERFORM DUTIES AS BOOKING OFFICER
52759	Discipline	Written	1Q03	3/10/2003	FAILURE TO PERFORM DUTIES AS SUPERVISOR
54833	Discipline	Written	1Q03	3/10/2003	FAILURE TO PERFORM DUTIES AS SUPERVISOR
85789	Discipline	Written	1Q03	3/14/2003	FAILURE TO ATTEND TRAINING
55219	Discipline	Written	1Q03	3/18/2003	S220
53103	Discipline	Admin with pay	1Q03	3/18/2003	
55310	Discipline	Oral	1Q03	3/18/2003	S220
83096	Discipline	Written	1Q03	3/20/2003	VIOLATED POLICY S220 ON 3/18/03.
50161	Discipline	Admin with pay	1Q03	3/21/2003	
54441	Discipline	Written	1Q03	3/26/2003	FAILURE TO CONDUCT OFFICE HOURS AND FAILING TO CONTACT SUPERVISOR REQUESTING TO FOREGO OFFICE HOURS. ALSO FAILED TO ADHERE TO DIRECTIVES AND PROCEDURES FOR TAKING BREAKS BY TAKING ADDITIONAL BREAK ON 3/10/03.
53696	Discipline	Admin with pay	2Q03	4/3/2003	ADMINISTRATIVE LEAVE WITH PAY PENDING REVIEW OF THE COURT TRANSCRIPT FROM TRIAL.
54617	Discipline	Admin with pay	2Q03	4/3/2003	ADMINISTRATIVE LEAVE WITH PAY PENDING REVIEW OF THE COURT TRANSCRIPT FROM TRIAL.

220 violations - not terminated

ID	Type	Level	Qtr	Date Received	Comments
56837	Discipline	Hearing	2Q03	4/7/2003	ON MARCH 19, 2003 YOUR RESPONSE TO CAPT HARLAND'S LOG-BOOK INQUIRIES WERE INSUBORDINATE AND PROFANE. YOU ALSO LEFT THE BUILDING INSTEAD OF REPORTING TO CENTRAL CONTROL, THEREBY FAILING TO COMPLETE YOUR SHIFT. VIOLATION OF UNIT LOGS, CONDUCT UNBECOMING,
50161	Discipline	Hearing	1Q03	4/9/2003	DISTRIBUTE HEROIN AND MARIJUANA
53527	Discipline	10 Day	2Q03	4/11/2003	VIOLATING AGREEMENT
54003	Discipline	Three Day	1Q03	4/12/2003	NEGLIGENT IN YOUR DUTY
82923	Discipline	Written	1Q03	4/17/2003	VIOLATION OF POLICY S220
52950	Discipline	Written	1Q03	4/18/2003	NEGLECT/DERELICTION OF DUTY
56253	Discipline	Written	1Q03	4/19/2003	S220 CONDUCT UNBECOMING
54007	Discipline	Admin No Pay	1Q03	4/22/2003	HEARING SCHEDULED FOR 5/2/03
55496	Discipline	Five Day	1Q03	4/29/2003	INVOLVEMENT WITH MALDEN DISTRICT COURT
56837	Discipline	20 Day	2Q03	4/30/2003	CONDUCT UNBECOMING
55563	Discipline	Written	2Q03	5/1/2003	USE OFF FORCE
74604	Discipline	Written	2Q03	5/20/2003	UNSECURE DOOR 5/11/2003
54503	Discipline	AGREEMENT	2Q03	5/22/2003	3 DAY SUSPENSION 5/24, 5/25 & 6/3
53274	Discipline	Written	2Q03	5/22/2003	GIVING HALLMARK CARDS TO AN INMATE
54956	Discipline	One Day	2Q03	5/23/2003	VIOLATED S220 ONE DAY SUSPENSION
53207	Discipline	Three Day	2Q03	5/30/2003	REFUSED DRAFT SUSPENSION TO BE SERVED 5/30, 5/31, 6/1
54119	Discipline	Oral	2Q03	6/1/2003	
53505	Discipline	One Day	2Q03	6/18/2003	HIRING OVERTIME
53412	Discipline	One Day	2Q03	6/19/2003	ON 6/10/03, YOU VIOLATED POLICIES S220 AND S500 WHEN YOU PURPOSELY DISREGARDED SERGEANT VARGAS'S ORDER AND CONDUCTED THE 3PM INMATE COUNT EARLY. YOU WERE ALSO DISRESPECTFUL TOWARDS HIM. SUSPENSION WILL BE SERVED ON 6/21/03.
57366	DISCIPLINE	15 Day	2Q03	7/10/2003	OPENLY DISRESPECTFUL TO TWO SHIFT COMMANDERS
55497	DISCIPLINE	Admin with pay	3Q03	7/17/2003	
53674	DISCIPLINE	One Day	2Q03	7/24/2003	REFUSED A DRAFT ON 7/19/03
54617	DISCIPLINE	Hearing	2Q03	7/28/2003	VIOLATING POLICY S220
52808	DISCIPLINE	Written	3Q03	8/15/2003	ON JUNE 29, 2003 YOU LEFT YOUR POST IN THE 2-3/2-4 CONTROL BOOTH TO RESPOND TO AN ALL AVAILABLE ALARM WHILE SOME OF THE INMATES WERE STILL OUT OF THEIR CELLS.
54010	DISCIPLINE	Five Day	3Q03	8/20/2003	DISRESPECT TO SUPERIORS
54010	DISCIPLINE	Five Day	3Q03	8/20/2003	POSSESSION OF CELL PHONE
54621	DISCIPLINE	Oral	3Q03	8/25/2003	YOU LEFT YOUR POST IN THE 4-1 CONTROL BOOTH
52753	DISCIPLINE	Hearing	3Q03	9/5/2003	SUSPENDED PENDING DISCIPLINARY HEARING FOR ACTIONS AT THE BACK GATE ON 7/29/03. YOU ALLOWED UNAUTHORIZED ENTRANCE INTO INSTITUTION, FAILED TO PROPERLY CLEAR INDIVIDUAL, SUBMITTED FALSE REPORTS, ABANDONED YOUR POST AND POSSESSED AN UNAUTHORIZED CELL PHONE
57366	DISCIPLINE	Three Day	3Q03	9/10/2003	refusing a draft
55363	DISCIPLINE	One Day	3Q03	9/19/2003	smoking cigarettes
52950	DISCIPLINE	One Day	3Q03	9/25/2003	curdled eggs

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220 violations - not terminated

ID	Type	Level	Date	Time	Officer	Comments
81864	DISCIPLINE	Oral	9/25/2003	3Q03		severe shortage of mannicotti
90360	DISCIPLINE	One Day	9/25/2003	3Q03		
52753	DISCIPLINE	Suspended	9/26/2003	3Q03		90 DAY SUSPENSION
55311	DISCIPLINE	Five Day	10/8/2003	4Q03		fighting in lot b
55734	DISCIPLINE	Five Day	10/8/2003	4Q03		fighting in lot b
56503	DISCIPLINE	Admin. with pay	10/21/2003	3Q03		
50666	DISCIPLINE	Oral	11/1/2003	4Q03		SHIRT TIE UNBUTTONED
54010	DISCIPLINE	Hearing	11/6/2003	4Q03		HEARING SCHEDULED FOR 11/13/03
51483	DISCIPLINE	One Day	11/10/2003	4Q03		POSSESSION OF CELL PHONE
53758	DISCIPLINE	One Day	11/14/2003	4Q03		VIOLETION OF POLICY 5-220 YOU BROUGHT A SPEED LOADER AND SIX ROUNDS OF AMMUNITION INTO THE SECURE PERIMETER
56665	DISCIPLINE	One Day	11/17/2003	4Q03		LEAVING ASSIGNED POST
55642	DISCIPLINE	Oral	11/17/2003	4Q03		FAILURE TO OBEY LAWFUL ORDER OF SUPERIOR
53016	DISCIPLINE	One Day	11/20/2003	4Q03		FAILING TO REPORT LOST KEY
54167	DISCIPLINE	One Day	11/20/2003	4Q03		FAILURE TO REPORT LOST KEY
55767	DISCIPLINE	One Day	11/20/2003	4Q03		DID NOT REPORT A LOST KEY
83394	DISCIPLINE	One Day	11/20/2003	4Q03		FAILURE TO REPORT LOST KEY
12212	DISCIPLINE	Five Day	11/22/2003	4Q03		YOU BROUGHT A CELL PHONE INTO THE FACILITY
84322	DISCIPLINE	Hearing	11/26/2003	4Q03		VIOLETION OF POLICY S220 & S501
55834	DISCIPLINE	Five Day	12/19/2003	4Q03		ALLOWING INMATE TO ESCAPE
54441	DISCIPLINE	Written	12/19/2003	4Q03		FAILING TO SUBMIT DETAILED REPORT
55184	DISCIPLINE	Oral	12/29/2003	4Q03		CHANGING THE INSTITUTIONAL CLOCK WITHOUT AUTHORITY
55189	DISCIPLINE	10 Day	1/2/2004	4Q04		AGREEMENT, SLEEPING ON DUTY ON DECEMBER 5, 2003.
57493	DISCIPLINE	Hearing	1/12/2004	1Q04		
77421	Discipline	Oral	1/12/2004	1Q04		SALLYPORT DOORS WERE NOT SECURED
55007	DISCIPLINE	Oral	1/16/2004	4Q03		FAILURE TO FOLLOW CHAIN OF COMMAND
55558	DISCIPLINE	20 Day	1/22/2004	1Q04		SUSPENDED FOR ACTIONS ON 10/7/03 IN THE 4-2 UNIT. YOU SUBMITTED A FALSE REPORT WHICH COULD HAVE LED TO ERRONEOUS DISCIPLINE AND POSSIBLE CRIMINAL CHARGES AGAINST A DETAINEE.
55558	Discipline	20 Day	1/22/2004	1Q04		ACTIONS ON 10/7/03, AND SUBMITTING A FALSE REPORT
54834	DISCIPLINE	Oral	1/28/2004	1Q04		CHANGIN INSTITUTIONAL SCHEDULE WITHOUT AUTHORITY
83794	DISCIPLINE	Written	1/29/2004	1Q04		ALTERCATION OUTSIDE OF WORK ON 1/5/04 WHICH INVOLVED INJURY TO YOURSELF AND ANOTHER PARTY, POLICE BEING CALLED AND POLICE REPORTS BEING FILED. ALSO FILED MISLEADING AND INACCURATE REPORT ON INCIDENT.
53791	DISCIPLINE	10 Day	2/2/2004	1Q04		AGREEMENT. 10 DAY SUSPENSION AND PROBATION FOR 2 YEARS. EMPLOYEE OBTAINED INMATE'S INFORMATION AND RELEASED IT TO HIS BROTHER-IN-LAW.
56657	DISCIPLINE	45 Day	2/2/2004	4Q03		YOU FAILED TO ROUTINELY PATROL YOUR BUILDING THROUGHOUT YOUR SHIFT ON 11/26/03. ALSO FAILED TO ENSURE SERGEANT ALSO MADE FREQUENT VISITS. YOU ARE HEREBY SUSPENDED FROM 12/15/03 - 1/25/04.
57493	DISCIPLINE	45 Day	2/6/2004	1Q04		

001 171

220 violations - not terminated

ID	Type	Level	Date Received	Offense
55563	Discipline	25 DAY	2/7/2004	
54994	DISCIPLINE	Hearing	2/10/2004	ACTIONS ON 11/26/03 AND 1/17/04. FAILURE TO SUPERVISE SUBORDINATES AND NEGLECT OR DERELICTION OF DUTY.
56467	Discipline	Three Day	2Q04	IMPROPERLY ALLOWING AN INMATE TO GO OUT TO REC WITHOUT RESTRAINTS
54994	Discipline	15 Day	1Q04	
56856	Discipline	15 Day	2Q04	
55199	Discipline	One Day	2Q04	
52965	Discipline	Five Day	2Q04	
56888	Discipline	Five Day	2Q04	
57146	Discipline	One Day	2Q04	FAILURE TO FOLLOW A LAWFUL ORDER
85772	Discipline	Three Day	2Q04	POSSESSION OF A CELL PHONE, DVD PLAYER AND TWO MOVIES
55215	Discipline	Oral	2Q04	INMATES' ROOMS WERE NOT IN ORDER
55471	Discipline	Oral	2Q04	INMATES' ROOMS WERE NOT IN ORDER
56515	Discipline	Five Day	2Q04	UNAUTHORIZED USE OF A LAPTOP
76113	Discipline	One Day	2Q04	FAILURE TO REMOVE CAR FROM RAMP
56467	Discipline	One Day	2Q04	USE OF CELL PHONE IN FACILITY
54802	Discipline	One Day	2Q04	REFUSING A DRAFT
57010	Discipline	Written	3Q04	ALLOWED OFFICERS TO ENTER THE REAR GATE
56972	Discipline	Written	3Q04	FAILURE TO PERFORM INVENTORY OF SUPPLY CLOSET
52736	Discipline	Demoted	3Q04	
54685	Discipline	Five Day	3Q04	
77292	Discipline	Five Day	3Q04	
83793	Discipline	One Day	3Q04	
56625	Discipline	Written		FAILURE TO USE PROPER DISCRETION IN DISPUTE WITH MEDICAL STAFF EMPLOYEE
83079	Discipline	Written	3Q04	SALLYPORT DOORS UNSECURED
55898	Discipline	Three Day	3Q04	FAILURE TO PAT DOWN INMATE WHO HAD A KNIFE ON HIM
52680	Discipline	Five Day	3Q04	ALLOWED A KITCHEN WORKER TO BORROW POCKET KNIFE
56212	Discipline	Two Day	4Q04	FAILURE TO PROPERLY AND EXPEDIENTLY ACCESS AN INMATE'S CONDITION THAT THREATENED HIS LIFE
83146	Discipline	One Day	4Q04	
54063	Discipline	One Day	4Q04	REFUSING A DRAFT
57080	Discipline	10 Day	4Q04	AGREEMENT
53590	Discipline	10 Day	4Q04	
54541	Discipline	Written	1Q05	
52949	Discipline	Three Day	1Q05	
53627	Discipline	Three Day	1Q05	
67615	Discipline	Written	1Q05	WEARING A HAT IN THE FACILITY
56665	Discipline	One Day	1Q05	
92268	Discipline	One Day	1Q05	

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220 violations - not terminated

ID	Type	Level	Off	Discipline	Count	Offense
93826	Discipline	One Day	1Q05		2/1/2005	FAILURE TO PERFORM A COUNT OF DETAINEES BEING TRANSPORTED BACK TO UNIT
83098	Discipline	One Day	1Q05		2/1/2005	
55043	Discipline	15 Day	1Q04		2/9/2005	PROVIDING SYSTEM ACCESS TO UNAUTHORIZED EMPLOYEE
53770	Discipline	One Day	1Q05		2/15/2005	FAILURE TO PASS ON INFORMATION REGARDING AN INMATE
53191	Discipline	One Day	1Q05		2/16/2005	BROUGHT CELL PHONE INTO FACILITY
55956	Discipline	Written	1Q05		2/22/2005	DISRESPECT TO A DEPARTMENT EMPLOYEE
74602	Discipline	Oral	1Q05		3/6/2005	FAILURE TO MAINTAIN LOG BOOK
56594	Discipline	One Day	1Q05		3/8/2005	IMPROPER USE OF E-MAIL AND INMATE TRACKING SYSTEM
56594	Discipline	Three Day	1Q05		3/8/2005	UNPROFESSIONAL CONDUCT AND DISRESPECT TOWARDS A SUPERVISOR
80447	Discipline	AGREEMENT	1Q05		3/21/2005	RESTITUTION ON DETAIL BOX
52948	Discipline	Two Day	1Q05		3/25/2005	INSUBORDINATION
56817	Discipline	Written	1Q05		3/25/2005	FAILURE TO PROPERLY SUPERVISE SUBORDINATES
77309	Discipline	Five Day	2Q05		4/13/2005	UNAUTHORIZED USE OF CELL PHONE IN FACILITY
53986	DISCIPLINE	One Day	1Q05		5/3/2005	OBSERVED CO-WORKER SLEEPING

001173

EXHIBIT 23

file
**Suffolk County Sheriff's Department
Custody Assessment and
Program Services Division
20 Bradston Street
Boston, MA 02118
617-635-1000 x6502**

Memo

To: Front Lobby

From: Mary Ellen Mastrorilli, Deputy Superintendent

Date: 2/26/2003

Re: Barred from Entering the Facility

CMS employee Nurse Chuck Theall is no longer allowed into the facility. If he attempts to enter, please consider his actions trespassing and follow standing operating procedures governing such circumstances. Thank you.

CC: Special Sheriff Bradley
Deputy Supt. Lockhart
SID
Shift Commanders
Anne Rabbit, Assistant Health Services Director

000762



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

Jail
200 Nashua Street
Boston, MA 02114
(617) 635-1100

House of Correction
20 Bradston Street
Boston, MA 02118
(617) 635-1000



To: Mary Ellen Mastrorilli, Deputy Superintendent

From: Vincent A. Morrison, Assistant Deputy Superintendent

Date: February 26, 2003

Re: Nurse Chuck Theall

Mam,

On Tuesday, February 25, 2003, at 1510 hours, I did report to the front lobby to interview nurse Chuck Theall. I then introduced myself, and summoned nurse Theall to an area over by the lockers where there were no people. I informed Mr. Theall that I had heard that he had been in possession of a "stun gun" inside the Institution, up in the Infirmary to be exact. I then asked him if he had brought a "stun gun" into the Institution. His answer was "no". I then asked him if he owned a "stun gun". His reply was "yes I do". I then asked him if he was using a locker in the front lobby, and he informed that he was using one. I asked him if he minded opening his locker for me, and he stated he didn't mind and opened it. There was no "stun gun" in there. I then advised Mr. Theall that I was taking him at his word that he had not introduced a "stun gun" into the Institution, but that this matter would be further investigated. Mr. Theall was then authorized by me to report to work in Medical.

Respectfully submitted,

Vincent A. Morrison

Cc: Viktor Theiss

000763

**Suffolk County
Sheriff's Department**

Memo

To: Pauline Sweeney, Health Services Administrator

From: Deputy Superintendent Gerard J. Horgan

CC:

Date: 12/07/99

Re: Nurse Richard Goodman

After conferring with the Sheriff's Investigation Division about an investigation regarding Nurse Richard Goodman, The Department has decided to ban Nurse Goodman from the facility.

If you have any questions regarding this matter, please do not hesitate to contact me.

October 13, 1999

To: Sheriff Richard J. Rouse
Special Sheriff Brian Byrnes
Superintendent John R. Haack

From: Deputy Sheriff Neville C. Arthur

Re: Case #99/HC/064 ALLEGATIONS

STATUS: Open and Unclear

(S) Nurse Richard Goodman

(V) Inmate Karen Passinisi

Enclosed is a copy of an Investigation Report regarding the above captioned matter.

Respectfully Submitted,

Neville C. Arthur
Deputy Sheriff/Investigator
Sheriff's Investigation Division

cc: District Attorney's Special Investigation Unit
Boston Police Sexual Assault Unit
file

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Please be advised that on 8/17/99, Maureen Stanton, Assistant General Counsel and this reporting investigator met with former Inmate Karen Passinisi to sign an affidavit. During the meeting, Ms. Passinisi informed us that when she was incarcerated in the 1-10-2 unit at House of Correction, a male nurse with a black mustache who hangs around with Officer Parise pulled her into the exam room, took off his pants, exposed his penis to her, grabbed her by the head and attempted to have her give him a "blow job". Inmate Passinisi claimed that she refused the nurse and exited the room. Ms. Passinisi stated that she didn't know the nurse's name but could identify him through a photograph.

On 8/26/99, Attorney James McDonough and this reporting investigator met with Ms. Passinisi for the purpose of identifying the nurse through a photo array. Ms. Passinisi was shown 7 photographs which were compiled of individuals from the Medical and Investigation Departments. Ms. Passinisi, without any hesitation selected Nurse Richard Goodman. At that time, she was asked if was she was positive that the person she selected was the nurse in the alleged incident. Ms. Passinisi replied, "I'm 100% percent sure". A copy of the photo array is attached hereto.

On 8/27/99, Nurse Goodman was informed of the allegations and interviewed in the SID Office. Mr. Goodman stated he was familiar with Ms. Karen Passinisi being an inmate housed in the 1-10-2 unit. Mr. Goodman stated whenever he was in the 1-10-2 unit he would speak with Ms. Passinisi and Inmate Bernadine Mederios regarding various things. At that time, Mr. Goodman stated that he recalled an incident that occurred in the 1-10-2 exam room with Ms. Passinisi sometime during 1998.

Mr. Goodman related that he went to the 10th floor exam room in search of some "things" that were missing from the 2nd floor infirmary. He stated that he retrieved the 1-10-2 exam room key from Nurse Sheila Porter's Office (2nd floor) and went to the 1-10-2 unit. Once in the unit, unlocked the exam room door, entered the room leaving the door ajar and began searching for "hydrogen peroxide and alcohol swaps". At that time, he stated that Ms. Passinisi entered the exam room and asked him for some hydrogen peroxide. He claimed he informed Ms. Passinisi that she couldn't have it because it was contraband and for her to exit the exam room. He claimed that Ms. Passinisi exited the exam room and returned to her cell without any further incident.

At that time, Mr. Goodman was questioned regarding the incident. I asked Mr. Goodman if this is the first time Ms. Passinisi asked him for any medical supplies. He replied, "I'm not sure, but she might of asked for some aspirins or band aids in the past". I asked him if he has ever given Ms. Passinisi a bottle of peroxide. Mr. Goodman replied, "no". Mr. Goodman was then asked if he reported this incident to his supervisor or the 1-10-2 unit officer. He stated that he has not reported this incident to date and felt that it "didn't have to be taken to the next level". He was asked if he has ever written Ms. Passinisi up for any infractions. Mr. Goodman replied, "no".

Mr. Goodman was then asked if Ms. Passinisi was on his medication list to receive medication from the med cart. He stated that he wasn't sure, but he believed she didn't received

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meds. He then claimed that he was under the impression that he has only given her aspirin in the past.

Mr. Goodman was asked if he has ever gone and check for supplies in the exam room prior to this incident. He stated, "no", that was his first time. He was asked if he knew who stocked the 1-10-2 exam room. He replied, he wasn't sure but believed it was Sheila Porter. I asked him how he gained entry to the exam room. He stated the exam room is usually locked and has to be accessed by a key. He claimed that he retrieved the key from Sheila Porter's office, went directly the 1-10-2 unit and unlocked the exam room. I then asked him if he was escorted to exam room by the unit officer. Mr. Goodman stated that he wasn't sure, but doesn't believe so.

At that time, he was asked to explain what occurred once he reached the infirmary section of the 1-10-2 unit. Mr. Goodman related that after he unlocked the exam room, he notice Ms. Passinisi exiting one of the infirmary cells, possibly cell #17. As he entered the exam room, she entered behind him and asked him for some peroxide. He claims that he told her she couldn't have it and for her to return to her cell. At that time, he claimed that Ms. Passinisi exited without any further incident.

I then proceeded to question him about his conversations with Ms. Passinisi and Ms. Mederios. He stated that it wasn't unusual for him to speak with Ms. Mederios and Ms. Passinisi when he was in the unit (1-10-2). He stated that he would just exchange pleasantries with Mederios and Passinisi as they would discuss their background with him. He stated that prior to this incident, there conversations has always been positive.

I asked Mr. Goodman if he has ever gone to "visit" Ms. Passinisi or Ms. Mederios in the 1-10-2 unit. He replied, "no", not specifically. However, he stated there have been occasions were he has gone to the 1-10-2 unit to visit an officer(s) assigned there. I asked him if Ms. Passinisi ever made any sexual advances toward him or spoke to him inappropriately. He replied, "never".

He was then asked why would Ms. Passinisi make these allegations against now. He stated that it was possibly due to the allegations made against Officer Parise by another female inmate (Ellen Wilson). Mr. Goodman then stated that maybe Ms. Passinisi conspired with the other female inmate, because he was friends with Officer Parise. This concluded my interview with Nurse Goodman. Attached is a copy of his report.

On 9/2/99, I conducted an interview with Nurse Sheila Porter in the S.I.D. Office regarding this incident. According to Nurse Porter, the 1-10-2 exam room is accessed by a key that is stored in the infirmary med room. Any nurse with access to the med room could access the key. She stated that she doesn't recall observing Mr. Goodman access the exam room key. In regards to supplies in the exam room, Nurse Porter stated that it was the responsibility of the nurse with the "top of the tower" assignment to stock the exam room. Nurse Porter stated that she didn't recall anyone beside herself and Nurse Michelle Evans doing inventory in the exam room.

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She stated that there are no medications except for ointments and creams stored in the exam room. The medication is stored in the infirmary in the med room. She stated that most of the supplies that were kept in the exam room were for "gyn care". Nurse Porter then stated that the "only supplies" a nurse may need from the exam room would be "urine dip sticks, pregnancy tests or the Doppler". She stated that "at no time would a nurse need hydrogen peroxide from the clinic", back up supplies are kept in the supply closet in the 2nd floor infirmary.

Nurse Porter then stated that on more than one occasion she has witnessed Nurse Goodman in the women's unit when he wasn't assigned there. On two other occasions, she has observed Nurse Goodman in the 1-10-1 unit speaking with Officers Richard Powers and Robert Parise. She further stated that at no time did she observed any inappropriate behavior between Nurse Goodman and Ms. Passinisi. This concluded my interview with Nurse Porter. A copy of her report is attached hereto.

Ms. Passinisi was reinterviewed regarding her allegations. Ms. Passinisi related she was standing near her cell (#17) when Nurse Goodman enter the rear of the 1-10-2 unit. She stated that she was showing Nurse Goodman that her hair roots looked horrible from a bad hair coloring job. At that time, she claimed that Nurse Goodman offered her a bottle of peroxide if she followed him to the exam room. As they entered the exam room, she claimed that Nurse Goodman started telling her how pretty she was, closed the door behind him and handed her a bottle of peroxide. Ms. Passinisi then stated she turned around to placed the bottle in her pants. When she turned back around, she noticed Mr. Goodman had unzipped his pants and pulled out his penis. She claimed that she asked Nurse Goodman jokingly, "what do I have to do, blow you for the peroxide".

At that time, she claimed that Nurse Goodman grabbed her by the back of her head and pushed her down towards his exposed penis. He then inserted his penis in her mouth and... continued to hold her by the back of her head. She stated that Nurse Goodman ejaculated in her mouth forcing her to swallow his semen by not allowing her to back off his penis. She claimed that she started gagging, exited the exam room with the bottle of peroxide and returned to her cell. She further stated that she was embarrassed about the incident and didn't come forward with the allegations until she heard that Inmate Ellen Wilson came forward with her allegations. This concluded my interview with Ms. Passinisi.

On 9/21/99, Inmates Anna Turavani and Rita Harris were interviewed in the SID Office regarding Ms. Passinisi's allegations. According to Inmate Turavani she was cellmates with Ms. Passinisi in cell #17 from 10/17/98 - 11/20/98. She stated that while they were cellmates, she observed Nurse Goodman speaking with Ms. Passinisi at their cell door (cell #17) on several occasions. She claimed that when Nurse Goodman would leave the 1-10-2 unit through the rear door, Ms. Passinisi would summons him to the cell door. While at the cell door, she claimed that Nurse Goodman and Ms. Passinisi would engage in sexual nature conversations. Inmate Turavani stated that she definitely remembered hearing Ms. Passinisi informing Nurse Goodman that she "gave good head". She claimed that she doesn't recall what Nurse Goodman said after Ms. Passinisi made that comment, but seems to think that he just laugh. Inmate Turavani stated that

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beside the dirty conversations, they (Goodman & Passinisi) would discuss Ms. Passinisi's life prior to her incarceration (1998) and her boyfriend "Johnny".

Inmate Turavani further stated that she has never observed Ms. Passinisi and Nurse Goodman in the 1-10-2 exam room. She claimed that Ms. Passinisi never informed her of any sexual misconduct by Nurse Goodman. However, she stated that Ms. Passinisi wouldn't tell her "anything" because Ms. Passinisi didn't trust her. Inmate Turavani stated that all the information she has acquired was from first hand experiences.

Prior to concluding the interview, Inmate Turavani was asked if she has observed Nurse Goodman speaking with Inmate Bernadine Mederios. She replied "yes", on several occasions. She further stated that Inmate Mederios didn't inform her of contents of the conversations due to an on going feud between her and Inmate Mederios and another inmate. A copy of Inmate Turavani's booking sheet is attached hereto.

According to Inmate Rita Harris, she was residing in cell #18 when Ms. Passinisi was cellmates with Anna Turavani, Maria Desimone and Christine Bastille in cell #17. Inmate Harris stated that she has never witnessed Nurse Goodman speaking with Ms. Passinisi. Inmate Harris was asked if she has observed Nurse Goodman speaking with Inmate Bernadine Mederios. Inmate Harris replied, "no, I haven't". This concluded my interview. A copy of Inmate Harris' booking sheet is attached hereto.

Please note that Inmate Harris was assigned to the 1-10-2 unit cell #18 from 5/6/98 - 12/16/98. A copy of Inmate Harris' cell assignment and booking sheet is attached hereto.

On the same above date, this reporting investigator conducted a telephonic interview with former Inmate Bernadine Mederios regarding Ms. Passinisi's allegations. Ms. Mederios stated that when she was housed in the 1-10-2 unit cell 19, she observed Ms. Passinisi walk into the exam room with Nurse Goodman. Once she was inside, she witnessed Nurse Goodman close the exam room door. Ms. Mederios stated that Ms. Passinisi was in the exam room with Nurse Goodman for approximately 5 -10 minutes.

Ms. Mederios was questioned if she observed Nurse Goodman speaking with Ms. Passinisi prior to the alleged incident. She replied, "yes", on several occasions I observed Nurse Goodman speaking with Ms. Passinisi in her doorway.

Ms. Mederios was asked if she had any conversations with Nurse Goodman. She stated "no, that's Karen and them". She was asked if Nurse Goodman has ever referred to her as "goomba". Ms. Mederios stated "no". This concluded my interview with Ms. Mederios.

The records indicate that Ms. Mederios was assigned to the 1-10-2 unit cell #19 from 8/26/98 - 10/20/98. A copy of Ms. Mederios' housing assignment and booking sheet is attached hereto.

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On 9/22/99, Inmate Beverly Hooker was interviewed regarding Ms. Passinisi's allegations at M.C.I. Framingham. According to Inmate Hooker, she was housed in the 1-10-2 unit cell #18 when this alleged incident occurred. She stated that she has witnessed Nurse Goodman speaking with Ms. Passinisi on numerous occasions when he was distribution medication within the unit. Inmate Hooker stated that it appear that Nurse Goodman and Ms. Passinisi "knew each other from the streets" based on how they were speaking to each other. Inmate Hooker then stated that on one occasion she observed Nurse Goodman standing outside of Ms. Passinisi's cell (#17) and heard him talking to Ms. Passinisi and her cellmates. She stated that she couldn't hear exactly what Nurse Goodman said, but Ms. Passinisi and cellmates found it amusing. Inmate Hooker stated that she never witnessed Ms. Passinisi and Nurse Goodman in the exam room; Inmate Hooker was questioned if she witnessed Ms. Passinisi with a bottle of hydrogen peroxide. She stated "no", but was informed that Ms. Passinisi had a "hook up" with someone in the infirmary and had has received a bottle in the past.

Inmate Hooker was asked if she has witnessed Nurse Goodman speaking with Ms. Bernadine Mederios while she was assigned to the 1-10-2 unit. She stated that on numerous occasions she has observed Nurse Goodman speaking with Ms. Mederios throughout the unit. Inmate Hooker stated that she was under the impression that Nurse Goodman also knew Ms. Mederios from the streets. She stated that she never observed Nurse Goodman inside of Ms. Mederios' cell, but she has witnessed him outside her cell door numerous times. She then stated that she over heard some of the conversations between Nurse Goodman and Ms. Mederios. She claimed that Nurse Goodman would inquire about Ms. Mederios possible sexual activity with the female inmates. Nurse Goodman would then relay the information he received to Inmate Steven Morrello, who was Ms. Mederios' husband also incarcerated at the House of Correction.

Records indicate that Inmate Beverly Hooker was housed in the 1-10-2 unit cell #18 from 9/8/98 - 1/10/99. A copy of Inmate Hooker's housing assignment and booking sheet is attached hereto.

On 9/23/99, this reporting investigator spoke with Sgt. Henshaw of the Boston Police Sexual Assault Unit. Sgt. Henshaw stated that she had interviewed Ms. Passinisi on 9/22/99 and that Ms. Passinisi related the some information that I had received. Sgt. Henshaw also stated that she was going to generate several reports that included a 1.1 incident report and will turn them over to the District Attorney's Office. A copy of the 1.1 incident report is attached hereto.

Please be advised that an attempt to contact and interview the following former inmates Maria Desimione, Christine Bastille, Elizabeth Thistle and Donna Giangrande. were unsuccessful due to them not leaving a correct forwarding address. Copies of these former inmates booking card are attached hereto.

Conclusion:

This reporting investigator strongly believes that Nurse Richard Goodman did act inappropriately and unprofessionally with former Inmates Karen Passinisi by engaging in conversations that were not relative to his duties as a nurse. I also believe that Nurse Goodman did have former Inmate Passinisi in the exam room with the door closed. It is ambiguous what exactly occurred in the

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exam room during October of 1998. However, it is extremely clear that Nurse Goodman had "no reason" to be in the 1-10-2 exam room looking for supplies and with former Inmate Passinisi without reporting the incident. This reporting investigator recommends that due to the case remaining open and unclear that Nurse Goodman remained barred from the House of Correction indefinitely.

001002



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

Jail
200 Nashua Street
Boston, MA 02114
(617) 635-1100

House of Correction
20 Bradston Street
Boston, MA 02118
(617) 635-1000



February 16, 2005

John Hewitt-Morey
Health Service Administrator
Correction Medical Services
South Bay House of Correction

Dear HSA Hewitt-Morey,

This letter serves as notice that RN Anne Rabbitt was barred from the Suffolk County House of Correction for three days for her actions on February 9, 2005 and for being disingenuous during the course of an internal investigation thereafter.

On that date, Nurse Rabbitt, against standard practice, housed an inmate in the medical unit and failed to notify the medical director. Nurse Rabbitt also failed to document any information related to her decision and interaction with the inmate. During the course of the investigation, Nurse Rabbitt was not truthful in her statements about her attempts to contact the medical director, nor did she properly explain her failure to contact the HSA. She was given repeated opportunities to correctly report her actions. She failed to do so. Her failure to accurately report her actions caused a continuation of an investigation that resulted in a disruption to the operation of the facility.

Nurse Rabbitt was barred from the facility February 14-16, 2005.

Any future unprofessional behavior such as this will result in her being permanently banned from the Suffolk County House of Correction.

Sincerely,

Gerald Walsh
Deputy Superintendent

cc: Elizabeth Keeley, Chief of Staff
Gerard Horgan, Superintendent
Steve Jacobs, Deputy Superintendent
Julie White, Assistant Deputy Superintendent

001065

03/02/2013 17:40 FAX



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

Jail
200 Nashua Street
Boston, MA 02114
(617) 635-1100

House of Correction
20 Bradston Street
Boston, MA 02118
(617) 635-1000



April 29th, 2005

To: Front Lobby
Central Control

From: Gerald Walsh, Deputy Superintendent

Date: April 29th, 2005

Subj: Barred from Entrance

Effective immediately Nurse Stacy Watson is not allowed to enter the facility.
Thank you for your attention to this matter.

cc: Elizabeth Keeley, Chief of Staff
Gerard J. Horgan, Superintendent
Steve Jacobs, Deputy Superintendent
Julie White, ADS
Shift Commanders

001137

To: Gerry Walsh, Deputy Superintendent.

From: Michael Powers, Captain

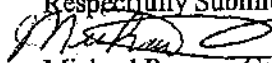
Date: April 27, 2005

Re: LPN Stacey Watson

Sir,

On Wednesday April 27, 2005 I was informed by Sgt. Bernis that Officer Peter Daly assigned to the clinic area, witnessed LPN Stacey Watson pass contraband to inmate [REDACTED] # [REDACTED]. Please refer to the reports submitted by staff.

Respectfully Submitted


Michael Powers, Captain #4

001138

EXHIBIT 24



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

Jail
200 Nashua Street
Boston, MA 02114
(617) 635-1100

House of Correction
20 Bradston Street
Boston, MA 02118
(617) 635-1000



February 16, 2005

John Hewitt-Morey
Health Service Administrator
Correction Medical Services
South Bay House of Correction

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Nurse Rabbitt was barred from the facility February 14-16, 2005.

Any future unprofessional behavior such as this will result in her being permanently banned from the Suffolk County House of Correction.

Sincerely,

Gerald Walsh
Deputy Superintendent

cc: Elizabeth Keeley, Chief of Staff
Gerard Horgan, Superintendent
Steve Jacobs, Deputy Superintendent
Julie White, Assistant Deputy Superintendent

001065

EXHIBIT 25

Suffolk County Sheriff's Department
Sheriff's Investigation Division (SID)
Incident Report

Page 1 of 1

SID Incident #: 03H002
 Date of Incident: May 28, 2003
 Time of Incident: Before 1:00 p.m.
 Incident Location: H.O.C.
 (HOC, NSJ, or Other)

Reporting Investigator:
 Type of Incident:
 Investigation # (if any):
 Date Report Filed:

Brian Dacey
 Alleged Assault

 June 3, 2003

Unit or Street Address:

1-4-2 unit

Other SID Investigators Involved:

Sonya Aleman

SCSD Staff Members Involved:

Unidentified C/O; Physician's Assistant Beth Bringola; Nurse Andrea Mackie; Collette Perreault, LICSW; Nurse Kimberly Foley; Nurse Practitioner Sheila Porter

Inmates Involved:

Inmate R [REDACTED]

Narrative

On Thursday, May 29, 2003, at approximately 3:25 p.m., Investigator Sonya Aleman and I responded to the infirmary to investigate inmate R [REDACTED]'s allegation that he had been assaulted.

R [REDACTED] reports that on Wednesday, May 28, 2003, sometime before 1:00 p.m., a correction officer assigned to the 1-4-2 unit assaulted him by placing his boot on his forehead. R [REDACTED] specified that he was not kicked, but the action of the officer removing his boot from his forehead injured him.

We observed a scratch on inmate R [REDACTED]'s forehead that had scabbed over. There was no bruising or swelling present. End of report.

Investigator Aleman has read and reviewed the above report. She has found it to be a true and accurate summary of events.

Reporting Investigator's Signature

Date

Supervisor's Name and Signature

Date

000659

To: Sheriffs Investigation Division

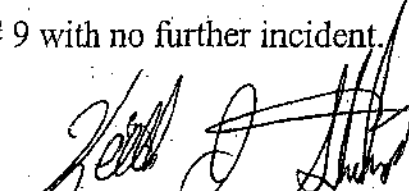
From: Deputy Keith J. Storlazzi

Date : May 21, 2003

Re: Inmate R [REDACTED] (# [REDACTED])

On Monday May 19, 2003, I Deputy Keith J. Storlazzi was assigned to Sert # 2, building # 1 with Officer Janine Handrahan. At approximately 11:50pm, we were contacted via radio by Central Operations to report to the 1-4-2 unit to escort inmate R [REDACTED] (# [REDACTED]) to the infirmary where he was being placed on Medical Observation Status.

Upon arrival to the unit, building Supervisor Lt. Scott McDonald ordered myself and my partner Officer Handrahan to escort Inmate R [REDACTED], who currently was in cell # 8, to the rear of the infirmary. Inmate R [REDACTED] was placed in restraints and cooperatively escorted by my partner along with building Supervisor Lt. McDonald. Inmate R [REDACTED] was moved to cell # 9 where restraints were removed. Inmate was searched for contraband at that time. Inmate R [REDACTED]'s property was removed and confiscated due to his status and he was secured inside cell # 9 with no further incident.

 #560
Deputy Keith J. Storlazzi (# 560)

000686



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

Jail
200 Nashua Street
Boston, MA 02114
(617) 635-1100

House of Correction
20 Bradston Street
Boston, MA 02118
(617) 635-1000



TO: S.I.D.

FROM: C/O J. HANDRANAN

RE: I/m R [REDACTED] # [REDACTED]

DATE: 5/20/03

ON MONDAY MAY 19, 2003 while

Assigned to SERT 2 with C/O STURLAZZI was called via radio by central control to report to Unit 1-4-2 cell #8 to escort I/m R [REDACTED] # [REDACTED] to the rear of the infirmary to be placed on M.O.A. status per medical. At approximately 12:51 pm myself & my partner C/O STURLAZZI arrived along with LT. S. McDONNELL. AT THIS TIME I/m R [REDACTED] was handcuffed (hands behind back) and transported to the infirmary by myself, C/O STURLAZZI, & LT. McDONNELL to cell #9 and placed on M.O.A. with no further incident. AT NO time was CAPTAIN C. Scoby present during OR AFTER this was completed. (Signature)

Sincerely,

(Signature)
#569

000688



ANDREA J. CABRAL
SHERIFF

Suffolk County Sheriff's Department

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Boston, MA 02114
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House of Correction
20 Bradston Street
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(617) 635-1000



TO: S.I.D

FROM: CAPTAIN CHARLES SCOBY

DATE: MAY 25, 2003

RE: INMATE R [REDACTED] # [REDACTED] ALLEGED ALLEGATIONS ABOUT BEING PLACED
IN BODY BAG.

TO WHOM IT MAY CONCERN

ON MONDAY MAY 19, 2003 AT APPROXIMATELY 1:35 PM, I CAPTAIN SCOBY AS THE 7-3
SHIFT COMMANDER WAS DOING ROUNDS IN THE REAR OF THE INFIRMARY. I
WAS INFORMED BY OFFICER M. DEANGELIS, THE UNIT OFFICER THAT HE HAD A
INMATE THAT WAS ON M.O.A STATUS BY THE NAME OF INMATE R [REDACTED] # [REDACTED]
HOUSED IN CELL #09.

I THEN WALKED OVER TO THE CELL AND SAID "WHATS UP?" TO THE INMATE AND
RECEIVED NO REPLY. THEREFORE, I WALKED AWAY. AT NO TIME DID I SAY ANYTHING
ABOUT PUTTING HIM IN A BODY BAG.

RESPECTFULLY SUBMITTED.

Capt. Charles Scoby #21
CAPTAIN CHARLES SCOBY #21.

000690